

Table of Contents

Table of Contents	1
Bylaws	2
SECTION 1. Corporations, Offices, Records	2
SECTION 2. Type of Corporation; Purposes	2
SECTION 3. Directors	2
SECTION 4. Meetings of the Board of Directors	7
SECTION 5. Officers	9
SECTION 6. Chief Executive Officer	12
SECTION 7. General Provisions	13
SECTION 8. Notice	20
SECTION 9. Fiscal Year	20
SECTION 10. Amendments	20
SECTION 11. Open Meetings and Records	21
SECTION 12. Nondiscrimination Policy	21
Board Conduct	22
SECTION 1. Board Authority Over Individual Authority	22
SECTION 2. Duties and Responsibilities	22
SECTION 3. Accountability to Stakeholders and Community Relations	23
SECTION 4. Policy Development	23
SECTION 5. Board Meetings	23
SECTION 6. Personnel	24
SECTION 7. Board Member Conduct	24
Sunshine Law (Chapter 610) Policy	25
Resolution	25
Now, therefore, be it resolved...	25

Bylaws

SECTION 1. Corporations, Offices, Records

SECTION 1.1. The Corporation

Kairos Academies is a corporation that is organized under the Missouri Nonprofit Corporation Act. Pursuant to its articles of incorporation.

SECTION 1.2. Offices

The principal office and location of this corporation shall be at such place in or outside the State of Missouri as may be designated from time to time by the Board of Directors. Other branches or offices may be established at any time by the Board at any place or places.

SECTION 1.3. Registered Office and Registered Agent

This corporation shall have and continuously maintain a registered office and registered agent in the State of Missouri. The location of the registered office and the name of the registered agent in the State of Missouri shall be as are stated in the articles of incorporation or as may be determined from time to time by the Board of Directors pursuant to the applicable provisions of law.

SECTION 1.4. Records

This corporation shall keep as permanent records minutes of all meetings of its Board of Directors, a record of all actions taken by the directors without a meeting, and a record of all actions taken by committees of the Board of Directors. This corporation shall maintain appropriate accounting records.

SECTION 2. Type of Corporation; Purposes

SECTION 2.1. Type of Corporation

This corporation is a public benefit corporation. Such designation is made solely for the purposes of SECTION 355.096.2(2) of the Missouri Nonprofit Corporation Act.

SECTION 2.2. Purposes Stated in Articles

The purposes of this corporation shall be those nonprofit purposes stated in the articles of incorporation.

SECTION 3. Directors

SECTION 3.1. Powers

All corporate powers shall be exercised by or under the authority of, and the affairs of this corporation shall be managed under the direction of, the Board of Directors of this corporation. The Board of Directors shall have and is vested with all and unlimited powers and authorities, except as it may be expressly limited by law, the articles of incorporation or these bylaws, to supervise, control, direct and



manage the property, affairs and activities of this corporation, to determine the policies of this corporation, to do or cause to be done any and all lawful things for and on behalf of this corporation, to exercise or cause to be exercised any or all of its powers, privileges or franchises, and to seek the effectuation of its objects and purposes; provided, however, that (a) the Board of Directors shall not authorize or permit this corporation to engage in any activity not permitted to be transacted by the articles of incorporation or by a corporation organized under the Missouri Nonprofit Corporation Act, (b) none of the powers of this corporation shall be exercised to carry on activities, otherwise than as an insubstantial part of its activities, which are not in themselves in furtherance of the purposes of this corporation, and (c) all income and property of this corporation shall be applied exclusively for its nonprofit purposes.

This corporation shall not engage in any activity which may not be engaged in by a corporation which is exempt under SECTION 501(c)(3) of the Internal Revenue Code of 1986, as amended, or the corresponding provisions of any future federal internal revenue laws then in effect.

No substantial part of the activities of this corporation shall be the carrying on of propaganda, or otherwise attempting, to influence legislation. This corporation shall not directly or indirectly participate in, or intervene (including the publishing or distributing of statements) in, any political campaign on behalf of (or in opposition to) any candidate for public office.

No part of the net earnings or other assets of this corporation shall inure to the benefit of any director, officer, contributor, or other private individual, having, directly or indirectly, a personal or private interest in the activities of this corporation, except that this corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments in furtherance of the purposes set forth in this SECTION 3.1.

The school's Board of Directors shall be the governing body charged with the responsibility for the operation of the public charter school. The most notable responsibilities shall be as follows:

- Create and support a clear mission, vision, and performance objectives;
- Review and maintain bylaws;
- Establish, interpret and enforce policies consistent with the mission;
- Ensure fiscal health of the school including capital assets, operating budgets, fundraising, and endowments;
- Adopt the annual financial budget;
- Approve quarterly General Fund and other reports and approve expenditures as required by Board policy;
- Hire, support, manage, and assess the Chief Executive Officer;



- Review reports from the Chief Executive Officer concerning the school’s progress;
- Evaluate itself annually and develop itself through orientation, ongoing education, and leadership succession planning;
- Establish strategic plans;
- Comply with Missouri’s Sunshine Law by adopting a Sunshine Law policy as required by law and otherwise ensuring the Board and school comply with the provisions of the Sunshine law, Ch. 610, RSMo;
- Ensure all directors are actively involved in the work of the Board and committees;
- Assure compliance with federal and state laws, regulations and rules;
- Assist in developing plans, specifications, and financing deals for school facilities;
- Act as a final appeals Board for personnel, parent, and student grievances;
- Hear communications, either written or oral, from stakeholders related to matters of policy;
- Act as advocates for Kairos Academies and liaisons between the community and school;
- Meeting the terms, goals, and objectives set forth in the charter agreement; and
- Meeting the legislative intent of raising student achievement and shall ensure the school operates in a fiscally responsible manner evidenced by an unqualified audit annually.

SECTION 3.2. Number and Qualifications

The directors of this corporation shall be no less than three five in number, although the board will make best efforts to maintain seven or more members. All directors must be natural persons. As specified by state law (160.400.15 RSMO), no director of the Board shall hold any other office or employment from the Board while serving as a director of the Board; no director of the Board shall have any substantial interest (see SECTION 105.450 RSMo for a definition) in any entity employed by or contracting with the Board; no director of the Board shall be an employee of a company that provides substantial services to the charter school. Any person who does not meet the requirements of state law may not serve as a director.

SECTION 3.3. Election and Terms of Office



At the time of the first meeting, half of the directors shall be elected to a term ending at the third annual meeting, half to a term ending at the fourth annual meeting. Subsequently, directors shall be elected to terms of three years unless removed from the Board by a vote of the directors or due to resignation of a director. A person so elected as a director shall serve until the term of director's successor (which may be the selfsame director) commences, or until such director's earlier death, incapacity, disqualification, resignation or removal. At every following annual meeting of the directors thereafter, as the first order of business of the meeting, new directors shall be elected by the Board to succeed those directors whose terms expire with such annual meeting. Directors may also be elected at any special meeting of the Board held for that purpose. Directors may be elected for successive terms, but no director shall serve for more than thirty full years. New directors may be nominated by any director and must receive an affirmative vote from a simple-majority of the Board in attendance. To install the nominee to the Board, directors in attendance must vote a simple majority in the affirmative to approve.

SECTION 3.4. Commencement of Term of Office

The term of office of a person elected a director shall not commence until the time the person accepts the office of director either by a written acceptance or by participating in the affairs of this corporation at a meeting of the Board of Directors or otherwise.

SECTION 3.5. Vacancies

Vacancies on the Board of Directors resulting from the death, resignation, removal, incapacity or disqualification of a director, or by reason of an increase in the number of directors or the failure of an elected director to accept the office of director, may be filled by a majority vote of the remaining members of the Board of Directors (even though the directors remaining in office constitute fewer than a quorum) at any annual meeting or at a special meeting called for that purpose. A director elected to fill a vacancy shall meet any qualifications set forth in these bylaws, and shall serve for the unexpired term of such director's predecessor and until the term of office of such director's successor has commenced.

SECTION 3.6. Compensation

No director shall receive compensation from this corporation for any service such person may render to it as a director. However, a director may be reimbursed for such director's actual expenses reasonably incurred in attending meetings and in rendering service to this corporation in the administration of its affairs. All requests of expense reimbursement shall be subject to approval by the Chair of the Finance Committee, provided however that expense reimbursements for the Chair of the Finance Committee will be approved by the President of the Board. All reimbursements will be appropriately recorded and logged in the books of the Corporation.

SECTION 3.7. Committees

The Board of Directors, by resolution adopted by a majority of the directors in office, may designate one or more committees, each of which shall consist of two or more directors and shall have and exercise the authority of the Board in the management of this corporation to the extent provided in the designating resolution. Other committees not having the authority of the Board of Directors in the



management of this corporation may be designated by a resolution adopted by a majority of the directors present at a meeting at which a quorum is present. Each such committee shall have such duties and authority as are from time to time delegated to it by the Board of Directors.

Committees of the Board of Directors and members of such committees are governed by SECTION 6 of these bylaws with respect to meetings, action without meetings, notice and waiver of notice, and quorum and voting requirements; provided, however, that no committee shall be required to hold an annual meeting and provided, further, that a majority of the number of persons serving on a committee immediately before a meeting begins shall constitute a quorum for the transaction of business at such meeting of such committee.

All committees so appointed shall, unless otherwise provided by the Board of Directors in the case of committees not having the authority of the Board of Directors, keep regular minutes of the transactions of their meetings and shall cause such minutes to be recorded in books kept for that purpose in the office of this corporation and shall report the same to the Board of Directors at or prior to its next meeting. The secretary or an assistant secretary of this corporation may act as secretary of any such committee if the committee so requests. Each committee shall be entitled to a Standing Report at any regular meeting of the Directors.

A committee of the Board may not:

- (a) authorize distributions to directors, officers, agents or employees except in exchange for value received;
- (b) approve or recommend to the Board dissolution, merger or the sale, pledge or transfer of all or substantially all of this corporation's assets;
- (c) unless otherwise stated in these bylaws or the articles of incorporation, elect, appoint or remove directors or fill vacancies on the Board or on any of its committees; or
- (d) adopt, amend or repeal the articles of incorporation or these bylaws.

SECTION 3.8. Resignation

Any director may resign from the Board of Directors by delivering a written notice thereof to the Board of Directors, its presiding officer, to the president or secretary of this corporation, or to the Chief Executive Officer. Such resignation shall be effective when such notice is delivered, unless a later date is specified in the notice. If the resignation is effective at a future time, a successor may be elected before such time, to take office when the resignation becomes effective.

SECTION 3.9. Removal

The Board may, without cause, remove one or more directors. A director may only be removed if the number of votes cast to remove the director would be sufficient to elect the director at an appropriate meeting. A director may be removed only at a meeting called for the purpose of such removal. The meeting notice must state that the purpose, or one of the purposes, of the meeting is removal of the director.



SECTION 3.10. Finance Committee

The Board shall appoint a finance committee that will oversee and will report to the Board: (i) the Corporation's selection, contract negotiation, and proposed retention of an appropriate third party auditing firm to work with the Corporation; (ii) the Corporation's preparation of annual financial statements using generally accepted accounting principles; (iii) the annual audit of the Corporation in accordance with SECTION 160.405.4(4) of the Revised Statutes of Missouri and Government Auditing Standards issued by the Comptroller General of the United States; (iv) the Corporation's development of appropriate financial control and risk systems for non-profit organizations of its size and purpose; and (v) the Corporation's monitoring of its financial and risks procedures.

SECTION 3.11. Executive Committee

By a vote of the majority of the directors in the affirmative, the Board of Directors may create an executive committee comprised of at least one-fourth of the total number of directors. This committee shall have and exercise the authority of the Board of Directors between official meetings, except that the executive committee shall not take such actions that will affect general policy of administration or education of Kairos; nor shall it have the authority to approve the budget or finances beyond ten percent of the total expenditure budget; nor shall it have the authority to elect, rehire, or remove a director or officer. Minutes of the executive committee meetings shall be distributed to each member of the Board prior to a full Board meeting, and all resolutions of the executive committee must be approved and adopted by a simple-majority vote in the affirmative of all directors at the following meeting of the Board.

SECTION 4. Meetings of the Board of Directors

SECTION 4.1. Annual Meeting

An annual meeting of the Board of Directors shall be held on the second Thursday in June of each year, commencing in 2018, if not a legal holiday, and if a legal holiday, then on the next business day following or on such other date as the Board of Directors may specify.

SECTION 4.2. Regular Meetings

In addition to the annual meeting, the Board of Directors may hold regular meetings at such time and place as may be determined from time to time by resolution of the Board. Notice of a regular meeting will be given in accordance with the Missouri Sunshine Law. Any business may be transacted at a regular meeting.

SECTION 4.3. Special Meetings

Special meetings of the Board of Directors may be called by the chairman of the Board, by the president or by at least 20 percent of the directors to be held at any time and for any purpose or purposes. Special meetings shall be held at the principal office of this corporation or at such place or places, within or without the State of Missouri, as the Board of Directors shall have determined.

SECTION 4.4. Notice of Meetings



- (a) Written notice of each special meeting of the Board, stating the place, day and hour of the meeting and the purpose or purposes thereof, shall be provided to each director by the officer or directors calling the special meeting and shall be given and effective at least 48 hours before the day on which the meeting is to be held. When it is necessary to hold a meeting on less than 48 hours' notice, the nature of the good cause justifying that departure from the normal requirements shall be stated in the minutes.
- (b) Whenever notice is required to be given to a director, such notice shall be mailed, sent by facsimile, emailed, posted on an electronic message Board or network designated for such communications, or personally delivered to such director. Such notice shall be deemed given and effective on the date determined in accordance with SECTION 10 of these bylaws.
- (c) Notice of a meeting need not be given to any director who signs a waiver of notice or a written consent to holding the meeting or an approval of the minutes thereof, whether before or after the meeting, or who attends the meeting without protesting, prior thereto or at its commencement, the lack of notice to such director. All such waivers, consents, and approvals shall be filed with the corporate records or made a part of the minutes of the meeting.

"Notice" and "call" with respect to such meetings shall be deemed to be synonymous.

SECTION 4.5. Quorum

Unless otherwise required by law or provided elsewhere in these bylaws, the presence of a majority of the directors in office immediately before a meeting begins shall be requisite for and shall constitute a quorum for the transaction of business at all meetings; provided, however, that in no event shall fewer than two directors constitute a quorum. The act of a majority of the directors present at a meeting at which a quorum is present shall be valid as the act of the Board of Directors except in those specific instances in which a larger vote may be required by law, by the articles of incorporation or by these bylaws.

SECTION 4.6. Adjournment

If the quorum specified above should not be present at any such meeting, but at least one-third of the directors in office are present, the directors present shall have power successively to adjourn the meeting, and to act as a quorum for such limited purpose, without notice other than announcement at the meeting, to a specified date. At any such adjourned meeting at which a quorum shall be present any business may be transacted that could have been transacted at the original session of the meeting.

SECTION 4.7. Voting

Each director present at any meeting shall be entitled to cast one vote on each matter coming before such meeting for decision.



SECTION 4.8. Meetings by Conference Telephone or Similar Communications Equipment

Members of the Board of Directors of this corporation may participate in a meeting of the Board by means of conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear each other, and participation in a meeting in such manner shall constitute presence in person at the meeting.

SECTION 5. Officers

SECTION 5.1. General

The officers of this corporation shall be a president, one or more vice presidents, a secretary, a treasurer, and such other officers as the Board of Directors may elect, including but not limited to a chairman of the Board of Directors, assistant secretaries and assistant treasurers. The chairman of the Board, if any, and the president shall be elected from among the members of the Board of Directors and shall at all times while holding such office be a member of the Board of Directors. The same person may simultaneously hold more than one office in this corporation.

The officers shall be first elected by the Board of Directors named in the articles of incorporation at the first meeting of the Board, to serve at the pleasure of the Board until the first annual meeting of the Board of Directors or until their earlier death, incapacity, disqualification, resignation or removal. At the first and each subsequent annual meeting of the Board of Directors, the newly elected Board shall elect officers to serve at the pleasure of the Board until the next annual meeting of the Board or until their earlier death, incapacity, disqualification, resignation or removal.

Each officer of this corporation who is not reelected at the annual meeting of the Board next succeeding such officer's election and at which any officer of this corporation is elected shall be deemed to have been removed by the Board, unless the Board provides otherwise at the time of such officer's election.

The election of an officer does not itself create contract rights.

SECTION 5.2. Resignation

An officer may resign by delivering a written notice thereof to this corporation. Such resignation shall be effective when such notice is delivered, unless a future effective date is specified in the notice.

SECTION 5.3. Removal

Any officer or any employee or agent of this corporation may be removed or discharged for any lawful purpose by the Board of Directors at any time with or without cause, but such removal or discharge shall not affect the contract rights, if any, of the person so removed or discharged.

SECTION 5.4. Vacancies

Vacancies caused by the death, incapacity, disqualification, resignation or removal of an officer of this corporation shall be filled by the Board of Directors at any annual or other regular meeting or at any



special meeting called for that purpose, and such person or persons so elected to fill any such vacancy shall serve at the pleasure of the Board until the next annual meeting of the Board or until such person's earlier death, incapacity, disqualification, resignation or removal.

SECTION 5.5. Delegation of Authority

The Board of Directors may from time to time delegate any of the functions, powers, duties and responsibilities of any officer to any other officer or to any agent or employee of this corporation or other responsible person. In the event of such delegation, the officer from whom any such function, power, duty or responsibility has been transferred shall thereafter be relieved of all responsibility for the proper performance or exercise thereof.

SECTION 5.6. The President

Unless the Board otherwise provides, the president shall be the chief executive officer of this corporation and shall have such general executive powers and duties of supervision and management as are usually vested in the office of the chief executive officer of a corporation, and the president shall carry into effect all directions and resolutions of the Board. The president shall preside at all meetings of the Board of Directors at which the president may be present. If the Board of Directors does not appoint an Chief Executive Officer pursuant to SECTION 8 of these bylaws or upon the death or during the absence, disability, or inability or refusal to act of any Chief Executive Officer so appointed, the president may exercise all of the powers and perform all of the duties of the Chief Executive Officer.

The president may execute all bonds, notes, debentures, mortgages, and other contracts requiring a seal, under the seal of this corporation, may cause the seal to be affixed thereto, and may execute all other contracts and instruments for and in the name of this corporation.

Unless otherwise specifically provided by the Board of Directors, the president shall have the right to participate in any meeting of any committee of the Board of Directors, whether or not the president is a member of such committee; provided, however, that unless the Board of Directors otherwise directs, the president shall not be entitled to vote at, and shall not be counted for purposes of determining whether a quorum is present at, any meeting of a committee of which the president is not a member.

At each annual meeting of the directors, the president (together with the treasurer) shall report on the activities and financial condition of this corporation.

The president shall have such other duties, powers and authority as may be prescribed elsewhere in these bylaws or by the Board of Directors.

SECTION 5.7. Vice Presidents

Any vice president, if elected, shall work in cooperation with the president and shall perform such duties as the Board of Directors may assign. In the event of the death or during the absence, incapacity, or inability or refusal to act of the president, the vice president (in order of seniority if there



is more than one vice president) shall be vested with all the powers and perform all the duties of the office of president until the Board otherwise provides. In the instance that no vice president exists, and in the absence of the president, the secretary shall assume duties of the president until the Board otherwise provides.

SECTION 5.8. The Secretary

The secretary shall attend the meetings of the Board of Directors and shall prepare or cause to be prepared minutes of all proceedings at such meetings and shall preserve them in the minute book of this corporation to be kept for that purpose. The secretary shall perform similar duties for any committee when requested by any such committee. In addition, the secretary shall have the following duties:

- (a) act as custodian of all the books, papers and records of this corporation and authenticate records of this corporation;
- (b) furnish the Board, upon request, a full, true and correct copy of any book, paper or record in the secretary's possession;
- (c) act as custodian of the seal of this corporation and when authorized to do so shall affix it to any instrument requiring the seal, and when so affixed, shall attest the seal;
- (d) give or cause to be given notice of the meetings of the Board of Directors, but this shall not lessen the authority of others to give such notice as provided in these bylaws;
- (e) exercise and discharge the general duties, powers and responsibilities of a secretary of a corporation; and
- (f) exercise and discharge such other or further duties or authority as may be prescribed elsewhere in these bylaws or from time to time by the Board of Directors.

SECTION 5.9. The Treasurer

The treasurer shall have supervision and custody of all moneys, funds and credits of this corporation and shall cause to be kept full and accurate accounts of the receipts and disbursements of this corporation in books belonging to it. The treasurer shall keep or cause to be kept all other books of account and accounting records of this corporation as shall be necessary, and shall cause all moneys and credits to be deposited in the name and to the credit of this corporation in such accounts and depositories as may be designated by the Board of Directors. The treasurer shall disburse or permit the disbursement of funds of this corporation in accordance with the authority granted by the Board of Directors. The treasurer shall be relieved of all responsibility for any moneys or other valuable property or the disbursement thereof committed by the Board of Directors to the custody of any other person or corporation, or the supervision of which is delegated by the Board to any other officer, agent or employee. The treasurer shall administer or cause to be administered Kairos funds in accordance with federal and state guidelines, including the Code of Federal Regulations, Uniform Grant Guidance (OMNI), and Education Department General Administrative Regulations (EDGAR).



The treasurer shall render to the president, the Chief Executive Officer or the Board of Directors, whenever requested by any of them, a report on all financial transactions of this corporation and the financial condition of this corporation.

At each annual meeting of the directors, the treasurer (together with the president) shall report on the activities and financial condition of this corporation.

The treasurer shall be bonded at this corporation's expense if the Board of Directors so requires.

The treasurer shall have the general duties, powers and responsibilities of a treasurer of a corporation, shall be the chief financial and accounting officer of this corporation and shall have and perform such other duties, responsibilities and authorities as may be prescribed from time to time by the Board of Directors.

SECTION 5.10. Assistant Secretary and Assistant Treasurer

Each assistant secretary or assistant treasurer, if any, in order of their seniority, in the event of the death or during the absence, incapacity, inability or refusal to act of the secretary or treasurer, respectively, shall perform the duties and exercise the powers of said respective officers until the Board provides otherwise and shall perform such other duties as the directors may from time to time prescribe.

SECTION 6. Chief Executive Officer

The Board of Directors may appoint a person or persons to exercise all of the powers and perform all of the duties set forth in this SECTION 8 and shall designate such person(s) so appointed as the Chief Executive Officer. The Chief Executive Officer shall have such general powers and duties of supervision and management as are usually vested in the office of the chief administrative officer of a corporation, and such person shall carry into effect all directions and resolutions of the Board. The Chief Executive Officer shall direct the day to day affairs of this corporation including supervising all employees of this corporation, reporting to the Board of Directors any violation of the rules and regulations (if any), collecting any charges or fees, and keeping records in the form prescribed from time to time by the Board of Directors and reporting thereon whenever so requested by the Board of Directors. The Chief Executive Officer shall be directly responsible to the Board and shall report directly to the Board.

The Chief Executive Officer shall cause to be prepared and shall submit to the Board for its approval an annual budget and all supplements thereto for each fiscal year. The Chief Executive Officer shall submit to the Board of Directors at its annual meeting a report summarizing the operations and affairs of this corporation and its activities during the preceding year and setting forth the plans, programs or projects for future development, with such suggestions and recommendations as such officer shall deem appropriate. The Chief Executive Officer shall also make such reports to the Board of Directors as may be appropriate, or which may be required by these bylaws, or by the Board.



The Chief Executive Officer shall have the power to employ, remove and suspend all agents and employees not elected or appointed by the Board of Directors, to determine the duties and responsibilities of such persons, to create such titles for such persons as such officer may deem desirable to enable them to execute their duties and responsibilities, and to fix and change the compensation of such persons.

The Chief Executive Officer may be invited to participate in any meeting of the Board of Directors and any committee thereof, whether or not a member thereof; provided, however, that the Chief Executive Officer shall not be entitled to vote at, and shall not be counted for purposes of determining whether a quorum is present at, any meeting of (i) the Board of Directors, if the Chief Executive Officer is not a director, or (ii) a committee, if the Chief Executive Officer is not a member of such committee.

The Chief Executive Officer shall be bonded at this corporation's expense if the Board of Directors so requires.

The Chief Executive Officer shall have such other or further duties and authority as may be prescribed elsewhere in these bylaws or the rules and regulations (if any) or from time to time by the Board of Directors.

In the event of the death or during the absence, incapacity, or inability or refusal to act of the Chief Executive Officer, the Board of Directors or president shall designate some other person to exercise, and in the absence of such designation the president may exercise, all of the powers and perform all of the duties of the Chief Executive Officer.

SECTION 7. General Provisions

SECTION 7.1. Depositories and Checks

The moneys of this corporation shall be deposited in such manner as the directors shall direct in such banks or trust companies as the directors may designate and shall be drawn out by checks signed in such manner as may be provided by resolution adopted by the Board of Directors.

SECTION 7.2. Bonds

Any officer or employee handling money of this corporation shall be bonded at this corporation's expense if the Board of Directors so requires.

SECTION 7.3. Custodian of Securities

The Board of Directors may from time to time appoint one or more banks or trust companies to act for reasonable compensation as custodian of all securities and other valuables owned by this corporation, and to exercise in respect thereof such powers as may be conferred by resolution of the Board of Directors. The Board of Directors may remove any such custodian at any time.

SECTION 7.4. Annual Audit



The Board of Directors shall direct an annual audit of the books of account and financial records of this corporation be performed by an independent accounting firm.

SECTION 7.5. Absence of Personal Liability

The directors of this corporation are not, as such, personally liable for the acts, debts, liabilities or obligations of this corporation.

SECTION 7.6. Indemnification of Directors and Officers.

(a) Indemnification in Actions by Third Parties

This corporation shall indemnify each person who has been or is a party or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative, investigative or appellate (other than an action by or in the right of this corporation) by reason of the fact that such person is or was serving in an Indemnifiable Capacity (as hereinafter defined) against all liabilities and expenses, including, without limitation, judgments, amounts paid in settlement (provided that such settlement and all amounts paid in connection therewith are approved in advance by this corporation in accordance with paragraph (d) of this SECTION 7.6, which approval shall not be unreasonably withheld), attorneys' fees, ERISA excise taxes or penalties, fines and other expenses actually and reasonably incurred by such person in connection with such action, suit or proceeding (including without limitation the investigation, defense, settlement or appeal of such action, suit or proceeding) if such person acted in good faith and in a manner he or she reasonably believed to be in or not opposed to the best interests of this corporation, and, with respect to any criminal action or proceeding, had no reasonable cause to believe such person's conduct was unlawful; provided, however, that this corporation shall not be required to indemnify or advance expenses to any such person seeking indemnification or advancement of expenses in connection with an action, suit or proceeding initiated by such person unless the initiation of such action, suit or proceeding was authorized by the Board of Directors of this corporation. The termination of any such action, suit or proceeding by judgment, order, settlement, conviction or under a plea of nolo contendere or its equivalent, shall not, of itself, create a presumption that such person did not act in good faith and in a manner which such person reasonably believed to be in or not opposed to the best interests of this corporation, and, with respect to any criminal action or proceeding, that such person had reasonable cause to believe that such person's conduct was unlawful.

(b) Indemnification in Derivative Action

This corporation shall indemnify each person who has been or is a party or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding by or in the right of this corporation to procure a judgment in its favor by reason of the fact that such person is or was serving in an Indemnifiable Capacity against amounts paid in settlement thereof (provided that such settlement and all



amounts paid in connection therewith are approved in advance by this corporation in accordance with paragraph (d) of this SECTION 7.6, which approval shall not be unreasonably withheld) and all expenses (including attorneys' fees) actually and reasonably incurred by such person in connection with the defense or settlement of such action, suit or proceeding (including without limitation the investigation, defense, settlement or appeal of such action, suit or proceeding) if such person acted in good faith and in a manner such person reasonably believed to be in or not opposed to the best interests of this corporation, except that no indemnification under this paragraph (b) shall be made in respect of any claim, issue or matter as to which such person shall have been adjudged to be liable for negligence or misconduct in the performance of such person's duty to this corporation unless and only to the extent that the court in which the action, suit or proceeding was brought determines upon application that, despite the adjudication of liability and in view of all the circumstances of the case, the person is fairly and reasonably entitled to indemnity for such expenses as the court shall deem proper. Any indemnification under paragraph (b) or advancement of expenses in connection with an action by or in the right of this corporation shall be reported to the directors to the extent and in the manner required by the Missouri Nonprofit Corporation Act.

(c) **Indemnification for Success on the Merits or Otherwise**

Notwithstanding the other provisions of this SECTION 7.6, to the extent that a person who is or was serving in an Indemnifiable Capacity has been successful on the merits or otherwise in defense of any action, suit or proceeding referred to in paragraphs (a) or (b) of this SECTION 7.6 (including without limitation the dismissal of any such action, suit or proceeding without prejudice or the settlement of such action, suit or proceeding without admission of fault or liability), or in defense of any claim, issue or matter therein, such person shall be indemnified against amounts approved by this corporation to be paid in settlement of any such action, suit or proceeding and against expenses (including attorneys' fees) actually and reasonably incurred by such person in connection therewith. For purposes of this paragraph (c) of this SECTION 7.6, references to "this corporation" shall include, in addition to the resulting or surviving corporation, any constituent corporation (including any constituent of a constituent) absorbed in a consolidation or merger as well as the resulting or surviving corporation so that any person who is or was a director or officer of such constituent corporation, or is or was serving at the request of such constituent corporation as a director, officer, employee, or agent of any Other Enterprise, shall stand in the same position under the provisions of this paragraph (c) of this SECTION 7.6 with respect to the resulting or surviving corporation as such person would have if such person had served the resulting or surviving corporation in the same capacity.

(d) **Determination of Right to Indemnification**

Prior to indemnifying a person pursuant to the provisions of paragraphs (a) or (b) of this SECTION 7.6, unless ordered by a court and except as otherwise provided by



paragraph (c) of this SECTION 7.6, this corporation shall determine that such indemnification is proper because such person has met the specified standard of conduct entitling such person to indemnification as set forth under paragraphs (a) or (b) of this SECTION 7.6. Any determination that a person shall or shall not be indemnified under the provisions of paragraphs (a) or (b) of this SECTION 7.6 shall be made (i) by the Board of Directors by a majority vote of a quorum consisting of directors who were not parties to the action, suit or proceeding, or (ii) if such quorum is not obtainable, or even if obtainable, if a quorum of disinterested directors so directs, by independent legal counsel in a written opinion and such determination shall be final and binding upon this corporation; provided, however, that in the event such determination is adverse to the person to be indemnified hereunder, such person shall have the right to maintain an action in any court of competent jurisdiction against this corporation to determine whether or not such person has met the requisite standard of conduct and is entitled to such indemnification hereunder. For the purposes of such court action, an adverse determination as to the eligibility of a person for indemnification made pursuant to any of clauses (i), (ii) or (iii) of this paragraph (d) shall not constitute a defense to such action nor create a presumption regarding such person's eligibility for indemnification hereunder. If such court action is successful and the person is determined to be entitled to such indemnification, such person shall be reimbursed by this corporation for all fees and expenses (including attorneys' fees) actually and reasonably incurred in connection with any such action (including without limitation the investigation, defense, settlement or appeal of such action).

(e) **Advancement of Expenses**

Expenses (including attorneys' fees) actually and reasonably incurred by a person who may be entitled to indemnification hereunder in defending an action, suit or proceeding, whether civil, criminal, administrative, investigative or appellate, shall be paid by this corporation in advance of the final disposition of such action, suit or proceeding upon receipt of an undertaking by or on behalf of such person to repay such amount unless it shall ultimately be determined that such person is entitled to indemnification by this corporation. Notwithstanding the foregoing, no advance shall be made by this corporation if a determination is reasonably and promptly made by (i) the Board of Directors by a majority vote of a quorum consisting of directors who were not parties to the action, suit or proceeding for which the advancement is requested, or (ii) if a quorum is not obtainable, or even if obtainable, if a quorum of disinterested directors so directs, by independent legal counsel in a written opinion or (iii) by the directors of this corporation, that, based upon the facts known to the Board, counsel or directors of this corporation at the time such determination is made, such person acted in bad faith and in a manner that such person did not believe to be in or not opposed to the best interest of this corporation, or, with respect to any criminal proceeding, that such person believed or had reasonable cause to believe such person's conduct was unlawful. In no event shall any advance be made in instances



where the Board or independent legal counsel reasonably determines that such person deliberately breached such person's duty to this corporation.

(f) **Non Exclusivity**

The indemnification and, to the extent permitted by the laws of the State of Missouri, the advancement of expenses provided by this SECTION 7.6 shall not be exclusive of any other rights to which those seeking indemnification or advancement of expenses may be entitled under Mo. Rev. Stat. SECTION 537.117, under any other provision of law, under the articles of incorporation or these bylaws or under any agreement, or disinterested directors, policy of insurance or otherwise, both as to action in their official capacity and as to action in another capacity while holding their respective offices, and shall not limit in any way any right which this corporation may have to make additional indemnifications with respect to the same or different persons or classes of persons. The indemnification and advancement of expenses provided by, or granted pursuant to, this SECTION 7.6 shall continue as to a person who has ceased to serve in an Indemnifiable Capacity and shall inure to the benefit of the heirs, executors, administrators and estate of such a person.

(g) **Insurance**

This corporation may purchase and maintain insurance on behalf of any person who is or was a director, officer, agent or employee of this corporation, or is or was serving at the request of this corporation as a director, officer, agent or employee of any Other Enterprise, against any liability asserted against such person and incurred by such person in any such capacity, or arising out of such person's status as such, whether or not this corporation would have the power to indemnify such person against such liability under the provisions of this SECTION 7.6.

(h) **Vesting of Rights**

The rights granted or created hereby shall be vested in each person entitled to indemnification hereunder as a bargained for, contractual condition of such person's serving or having served in an Indemnifiable Capacity and while this SECTION 7.6 may be amended or repealed, no such amendment or repeal shall release, terminate or adversely affect the rights of such person under this SECTION 7.6 with respect to any act taken or the failure to take any act by such person prior to such amendment or repeal or with respect to any action, suit or proceeding with respect to such act or failure to act filed before or after such amendment or repeal.

(i) **Definition of "This Corporation"**

For purposes of this SECTION 7.6, other than paragraph (c) of this SECTION 7.6, references to "this corporation" shall, if and only if the Board of Directors shall determine, include, in addition to the resulting or surviving corporation, any constituent corporation (including any constituent of a constituent) absorbed in a consolidation or merger, which, if its separate existence had continued, would have



had power and authority to indemnify its directors or officers or persons serving at the request of such constituent corporation as a director, officer, employee, or agent of any Other Enterprise, so that any person who is or was a director or officer of such constituent corporation, or is or was serving at the request of such constituent corporation as a director, officer, employee, or agent of any Other Enterprise, shall stand in the same position under the provisions of this SECTION 7.6 with respect to the resulting or surviving corporation as such person would have with respect to such constituent corporation if its separate existence had continued.

(j) **Certain Definitions (for purposes of this SECTION 7.6)**

- (i) References to serving in an "Indemnifiable Capacity" shall mean service by a person as a director or officer of this corporation or service by a person at this corporation's request as a director, officer, employee or agent of any Other Enterprise (as hereinafter defined);
- (ii) References to "Other Enterprises" or "Other Enterprise" shall include without limitation any other corporation, partnership, limited liability company, joint venture, trust or employee benefit plan;
- (iii) References to "fines" shall include any excise taxes assessed on a person with respect to an employee benefit plan;
- (iv) References to "defense" shall include investigations of any threatened, pending or completed action, suit or proceeding as well as appeals thereof and shall also include any defensive assertion of a cross claim or counterclaim;
- (v) References to "serving at the request of this corporation" shall include any service as a director, officer, employee, or agent of a corporation which imposes duties on, or involves services by, such director, officer, employee, or agent with respect to an employee benefit plan, its participants, or beneficiaries;
- (vi) A person who acted in good faith and in a manner such person reasonably believed to be in the interest of the participants and beneficiaries of an employee benefit plan shall be deemed to have acted in a manner "not opposed to the best interests of this corporation";
- (vii) Unless the Board of Directors of this corporation shall determine otherwise, any director or officer of this corporation who shall serve as a director, officer, employee, or agent of any Other Enterprise of which this corporation, directly or indirectly, is a shareholder or creditor, or in which this corporation is in any



way interested, shall be presumed to be serving as such director, officer, employee, or agent at the request of this corporation; and

- (viii) In all other instances where any person shall serve as a director, officer, employee, or agent of any Other Enterprise, if it is not otherwise established that such person is or was serving as such director, officer, employee, or agent at the request of this corporation, the Board of Directors of this corporation shall determine whether such person is or was serving at the request of this corporation, and it shall not be necessary to show any actual or prior request for such service, which determination shall be final and binding on this corporation and the person seeking indemnification.

(k) **Severability**

If any provision of this SECTION 7.6 or the application of any such provision to any person or circumstance is held invalid, illegal or unenforceable for any reason whatsoever, the remaining provisions of this SECTION 7.6 and the application of such provision to other persons or circumstances shall not be affected thereby and to the fullest extent possible the court finding such provision invalid, illegal or unenforceable shall modify and construe the provision so as to render it valid and enforceable as against all persons or entities and to give the maximum possible protection to persons subject to indemnification hereby within the bounds of validity, legality and enforceability. Without limiting the generality of the foregoing, if any person who is or was serving in an Indemnifiable Capacity is entitled under any provision of this SECTION 7.6 to indemnification by this corporation for some or a portion of the judgments, amounts paid in settlement, attorneys' fees, ERISA excise taxes or penalties, fines or other expenses actually and reasonably incurred by any such person in connection with any threatened, pending or completed action, suit or proceeding (including without limitation, the investigation, defense, settlement or appeal of such action, suit or proceeding), whether civil, criminal, administrative, investigative or appellate, but not, however, for all of the total amount thereof, this corporation shall nevertheless indemnify such person for the portion thereof to which such person is entitled.

SECTION 7.7. Purpose and Dissolution

Kairos Academies is organized exclusively for charitable, educational, and scientific purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under SECTION 501(c)(3) of the Internal Revenue Code, or the corresponding SECTION of any future federal tax code.

Upon the dissolution of Kairos Academies, school assets will first be utilized for the purpose of student relocation, record distribution and retention, and payment of outstanding debt. Any remaining, un-obligated, state-funded assets shall be returned to the Department of Elementary and Secondary Education for their disposition. Any remaining, federally funded assets of the school shall



be disposed of in accordance with federal statutes, regulations, and guidelines. Any remaining other assets, including those acquired through documented donations, gifts or grants or other sources, shall be disposed of upon dissolution of Kairos Academies in accordance with the articles of incorporation of Kairos Academies and the Missouri Nonprofit Corporation Act.

SECTION 8. Notice

Any notice required or desired to be given under these bylaws or otherwise to any director shall be given in writing and shall be deemed given and effective at the earliest of the following:

- (a) when received by the director being notified;
- (b) five days after deposit in the United States mail, as evidenced by the postmark, if mailed correctly addressed and with first class postage affixed;
- (c) on the date shown on the return receipt, if sent by registered or certified mail, return receipt requested, and the receipt is signed by or on behalf of the addressee; and
- (d) 30 days after its deposit in the United States mail, as evidenced by the postmark, if mailed correctly addressed and with other than first class, registered or certified postage affixed.
- (e) at the timestamp on email or otherwise in an electronic exchange on a forum designated for that purpose.

Written notice is correctly addressed to a director if addressed to the director's address, email address, or other contact information shown on this corporation's current records.

SECTION 9. Fiscal Year

The Board of Directors shall have the power to fix and from time to time change the fiscal year of this corporation. In the absence of action by the Board of Directors, however, the fiscal year of this corporation shall begin on the first day of each July and end on the last of day of June of the following year.

SECTION 10. Amendments

Except as otherwise specifically provided in these bylaws, the bylaws of this corporation may be amended or new bylaws adopted by a majority of the voting power (as defined in SECTION 355.066 of the Missouri Nonprofit Corporation Act). For any bylaw amendment that does not relate to the number of directors, the composition of the Board, the term of office of the directors or the method or way in which directors are elected or selected, such bylaw amendment shall also be approved by



the Board of Directors. This corporation shall keep at its principal office a copy of the bylaws, as amended, which shall be open to inspection by any Board member at all reasonable times during office hours.

SECTION 11. Open Meetings and Records

The Board of Directors shall ensure that it and the charter school operate in compliance with the Missouri Sunshine Law, Chapter 610, RSMo, regarding public meetings and public records.

SECTION 610.028, RSMo, requires that a body subject to the law adopt a reasonable written policy in compliance with SECTION s 610.010 to 610.030, RSMo. The Board shall adopt an initial Sunshine Law Policy as required by law, and thereafter, the Chief Executive Officer is delegated the authority to make modifications to the policy, or to adopt more detailed policies, with notice to the Board of Directors. The Chief Executive Officer shall, at least annually, review the policy or policies to ensure they continue to ensure compliance with the Missouri Sunshine Law, due to possible legislative changes or court decisions.

The Board of Directors shall review and become familiar with the Sunshine Law and its requirements, and may do so by reference to the Missouri Attorney General's web pages or publications on the same.

The Chief Executive Officer and any persons designated to handle public records requests shall also review and become familiar with the Sunshine Law and its requirements, and may do so by reference to the Missouri Attorney General's web pages or publications on the same.

SECTION 12. Nondiscrimination Policy

No person affiliated with the Corporation in any capacity shall be discriminated against on the basis of race, color, sex, gender, gender identity, national or ethnic origin, sexual orientation, handicap, disability, or any other category of person protected by state and/or federal law. Kairos will welcome and admit all students of any race, color, or national or ethnic origin and all students are provided all rights, privileges, programs, and activities generally accorded or made available to any other student at the school. Kairos Academies does not discriminate on the basis of race, color, or national or ethnic origin in the administration of its educational policies, admission policies, scholarship and loan programs, and athletic or other school-administered program.



Board Conduct

SECTION 1. Board Authority Over Individual Authority

SECTION 1.1.

Authority of the Board rests only with the Board as a whole and not with any individual Board member unless expressly provided for in the Board's bylaws and/or through Board resolution. As such, each member shall act accordingly.

SECTION 1.2.

The Board vests authority for management of the school in the Chief Executive Officer and in good faith shall not undermine the authority of the Chief Executive Officer or intrude into responsibilities that appropriately belong in the scope of management, including, but not limited to such functions as hiring, transferring, or dismissing employees.

SECTION 1.3.

The Board shall make reasonable efforts to keep the Chief Executive Officer informed of concerns or specific recommendations that any member of the Board may bring forth to the Board as a whole or a committee of the Board.

SECTION 1.4.

The Board shall honor the established protocol and respective policy related to student, parent, or staff grievances.

SECTION 2. Duties and Responsibilities

SECTION 2.1.

Board members shall reflect through action that his or first utmost concern is for the welfare of the students served by the school.

SECTION 2.2.

Each member shall work diligently to uphold the mission of the school, to be an ambassador in the community for the school, and support the appropriate and efficient use of resources, including financial and human capital.

SECTION 2.3.

Each Board member shall uphold and enforce laws, rules, regulations, and other mandates pertaining to public charter schools.

SECTION 3. Accountability to Stakeholders and Community Relations



SECTION 3.1.

Board members shall at all times maintain transparency in matters protected by law and shall endeavor to provide information in a timely, concise, and relevant manner to all stakeholders.

SECTION 3.2.

Each Board member shall be a positive ambassador for the school in the community and shall seek partnerships that enhance the school's programs, services, and resources.

SECTION 3.3.

Board members shall regularly and systematically communicate information to stakeholders including, but not limited to academic achievement and fiscal health of the school.

SECTION 3.4.

Board members shall, in a timely manner, communicate to the Board or the Kairos Academies expressions of public reaction to Board policies and school programs.

SECTION 4. Policy Development

SECTION 4.1.

Board members shall regularly review and revise the Board policies that improve the programs, services, safety, and practices of the school.

SECTION 4.2.

Each Board member shall make policy related decisions only after full discussion at publicly held Board meetings following an established policy or procedure formally adopted by the Board.

SECTION 5. Board Meetings

SECTION 5.1.

To ensure proper execution of duties and active engagement in the work of the Board, Board members shall attend no less than 75% of all Board meetings and functions sponsored by the Board. Failure to do so may result in dismissal from the Board, according to the Board President's discretion.

SECTION 5.2.

To ensure proper execution of duties and active engagement in the work of the Board, Board members shall attend all meetings fully prepared to actively discuss and deliberate on matters requiring Board attention or resolution. This extends to fully reviewing all documentation provided in advance of Board meetings including meeting agendas, minutes, and attached documentations supporting Board discussion or action.

SECTION 5.3.

Board members shall maintain confidentiality of all discussions and other matters pertaining to Board business during executive sessions of the Board or related to matters or information protected by law.

SECTION 5.4.

Each member shall in good faith make decisions related to the greater good as opposed to any particular segment or group.

SECTION 5.5.

After casting a vote on any issue, each member agrees to abide by and support all majority decisions of the Board.

SECTION 6. Personnel

SECTION 6.1.

Board members shall only consider employment of personnel after receiving and fully considering the recommendation of the Chief Executive Officer.

SECTION 6.2.

Consideration for employment of the Chief Executive Officer shall be made based on the needs and interests of the school. Decisions shall be made based on qualifications, experience, philosophy, verifiable performance, and fiscal feasibility related to compensation. All hiring decisions shall be made in accordance with the Equal Opportunity Employment Act and shall not be made based upon race, gender or national origin or other factors prohibited by law.

SECTION 7. Board Member Conduct

SECTION 7.1.

Each Board member shall conduct him or herself publicly in a manner befitting a public official and shall remember that personal actions and behavior reflect upon the school.

SECTION 7.2.

Members shall communicate with fellow Board members, staff, parents, and community members in a respectful, professional manner at all times.

SECTION 7.3.

Each member shall refrain from any private action which would compromise the integrity, honor, function, or reputation of the Board or the school.



Sunshine Law (Chapter 610) Policy

Resolution

WHEREAS, Section 610.023.1, RSMo, provides that a public governmental body is to appoint a custodian to maintain that body's records and the identity and location of the custodian is to be made available upon request; and

WHEREAS, Section 610.026, RSMo, sets forth that a public governmental body shall provide access to and, upon request, furnish copies of public records; and

WHEREAS, Section 610.028.2, RSMo, provides that a public governmental body shall provide a reasonable written policy in compliance with sections 610.010 to 610.030, RSMo, commonly referred to as the Sunshine Law, regarding the release of information on any meeting, record or vote.

Now, therefore, be it resolved...

1. that the Board Secretary be and hereby is appointed custodian of the records of Kairos Academies.
2. that said custodian shall respond to all requests for access to or copies of a public record within the time period provided by statute except in those circumstances authorized by statute.
3. that the fees to be charged for access to or furnishing copies of records shall be as hereinafter provided:
 - a. 10 cents per page for paper copies 9 by 14 or smaller, plus the product of (a) the time required by any staff member involved to respond to, research, and produce requested records and (b) the hourly wage of those staff members.
4. that it is the public policy of Kairos Academies that meetings, records, votes, actions and deliberations of this body shall be open to the public unless otherwise provided by law.
5. that Kairos Academies hereby closes all public records to the extent required by law.
6. that Kairos Academies shall comply with sections 610.010 to 610.030, RSMo, the Sunshine Law, as now existing or hereafter amended.

