



Agenda

Florida School for the Deaf and the Blind Board of Trustees Meeting

Moore Hall, Center for Learning and Development
February 23, 2024, at 9:45 a.m.

| | <u>Page No #.</u> |
|---|--|
| I. <u>Call to Order</u> | |
| II. <u>Pledge of Allegiance</u> | |
| III. <u>Roll Call</u> | |
| IV. <u>Public Comments</u> Limited to three minutes per person with a maximum of 45 minutes per meeting for all public comments. | |
| V. <u>Approval of Meeting Minutes</u> Minutes, Board of Trustees Meeting, January 19, 2024 | 1-4 |
| VI. <u>President's Reports</u> President's Report – President Snow Legislative Update – Ms. Eccles | 5-7 8-9 |
| VII. <u>Department Updates</u> Allied Health Services – Mr. Arizaga Boarding Program – Ms. Grunder Business Services – Ms. Mintzer Blind Department – Ms. Bogue Communications & Public Relations – Mr. Johnson Deaf Department – Mr. Curran Human Resources – Ms. Bucca Instructional Services – Mr. Trejbal Outreach, Parent Services and Technology Services – Ms. Ardis | 10-12 13-18 19-40 41-46 47-49 50-52 53 54-58 59-68 |
| VIII. <u>Strategic Plan Update</u> – President Snow | 69-72 |
| IX. <u>Action Items</u> 1. Surplus Property 2. Operating Budget—Revision #2 3. Annual Contract for Attorney Services 4. Kramer Hall Renovation 5. 2024-2025 Proposed Board and Committee Meeting Dates | 73-74 75-78 79 80 81-82 |
| X. <u>New Business</u> Audit Committee Report and Action Items – Mr. Haldey, Committee Chair | |
| XI. <u>Unfinished Business</u> None | |
| XII. <u>Board Comments</u> | |
| XII. <u>Adjournment</u> | |



Florida School for the Deaf & the Blind

Do More. Be More. Achieve More.

Board of Trustees Meeting Minutes
Moore Hall, Center for Learning and Development
January 19, 2024, at 9:00 a.m.

Attendance

Present: Mrs. Christine Chapman, Mr. Terry Hadley, Mr. Matthew Kramer, Mrs. JuneAnn LeFors, and Dr. Thomas Zavelson.

Absent: Mr. Owen McCaul.

Call to Order

Mr. Terry Hadley, Vice Chair, called to order the meeting of the Board of Trustees of the Florida School for the Deaf and the Blind at 9:00 a.m.

Pledge of Allegiance

Deaf High School student Annebell Abenchuchan and Blind High School student Bryan Hart led the Board and audience in the Pledge of Allegiance.

Public Comment

There were no public comments.

Approval of Meeting Minutes

Mr. Kramer moved to approve the minutes from the Regular Board of Trustees Meeting held on December 8, 2023. The motion was seconded by Dr. Zavelson and approved unanimously by the Board.

President's Report

Ms. Tracie Snow, President, updated the Board on events and information not covered in her written report.

- She attended St. Johns County School District's Board Meeting, where they honored the SJCS District Teachers of the Year. Each year, the district invites FSDB and our Teacher of the Year to be included in the celebration. The meeting was in honor of Dr. Otis Mason, the first black superintendent of the district. Dr. Mason passed away January 2024.
- Our basketball teams and cheerleaders have traveled to the Clerc Classic in Maryland and will head off to Mason Dixon in North Carolina.
- Ms. Eccles is not here today because she is in legislative sessions in Tallahassee.
- There is a lot of support in the Senate for Career and Technical Education, and we are excited to see what comes out of these sessions. Additionally, there is also the potential for some

deregulation that could be very helpful. Ms. Eccles will update as more information becomes available.

- Blind Ski Club is in Montana, learning to ski and making lasting memories.
- Our Deaf and Blind Wrestling Team is at a tournament hosted at the Texas School for the Deaf.

Department Updates

Business Services

Mr. Dave Hanvey, USB Financial Advisor, provided an update on the FSDB Endowment Funds I & II and how the current state of the markets, the upcoming elections, and the Federal Reserve will affect the continued volatility in the markets.

Executive Session

Mr. Damon Kitchen, Board General Counsel, requested an Executive Session with the Board to seek their advice concerning ongoing administrative litigation involving the Florida School for the Deaf and the Blind.

The Board meeting was adjourned at 9:15 a.m. Included in the Executive Session were the Board members; Tracie Snow, President; Damon Kitchen, Board General Counsel; and two sign language interpreters. The group moved into room 102B in Moore Hall where they joined the court reported to conduct the Executive Session. It was noted that this meeting should take approximately 15-30 minutes.

At 10:09 a.m., Mr. Hadley closed the Executive Session and reconvened the Regular Board Meeting. No further action was required.

Department Updates Continued

Ms. Paula Wagner, Executive Director of Parent Services, introduced Ms. Catherine Bailey as the new Director of the Early Learning Center. Ms. Bailey comes to FSDB with a wealth of knowledge and experience in special and Deaf education.

Strategic Plan Updates

Mr. Michael Johnson, Executive Director of Communications and Public Relations; Ms. Randi Mitchelle, Executive Director of Curriculum; Ms. Lexi Bucca, Executive Director of Human Resources; and President Snow provided the Board with the many ways the Strategic Planning team is working on their specific and combined goals.

Action Items

Action Item #1 - Surplus Property

Board approval was requested for the disposal of surplus property. All items had an original purchase value in excess of \$1,000.00.

Mrs. LeFors moved to accept Action Item #1, as presented. The motion was seconded by Mrs. Chapman and carried unanimously by the Board.

Action Item #2 – 2023-2024 Reallocation of Excess or Unused Funds

Board approval was requested to reallocate excess or unused funds from external categories and/or projects that have balances to those having deficits for FY 2023-24 for General Revenue and the Trust Funds.

Mrs. Chapman moved to accept Action Item #2, as presented. The motion was seconded by Dr. Zavelson and carried unanimously by the Board.

Action Item #3 – Continuation of Business Prior to Approval of the FY 2024-2025 Operating Budget

Board approval was requested to continue the financial operations of the School from July 1, 2024, to the date of Board approval of the FY 2024-2025 FSDB Operating Budget. All expenditures shall be subject to retroactive ratification by the Board.

Mr. Kramer moved to accept Action Item #3, as presented. The motion was seconded by Mrs. Chapman and carried unanimously by the Board.

Action Item #4 – 2024-2025 Out-of-State Tuition Rate

Board approval was requested to establish the Out-of-State Tuition rate for the 2024-2025 School Year at a cost of \$20,204 annually. The Out-of-State Tuition charge offsets the added cost of providing services. This rate represents an increase of \$588 from this year's annual tuition rate. The school does not currently have any out-of-state students.

Mrs. Chapman moved to accept Action Item #4, as presented. The motion was seconded by Mrs. LeFors and carried unanimously by the Board.

New Business

No new business.

Mr. Kramer asked if FSDB has Narcan, an opioid overdose reversal medication, available for staff to use in the event of an opioid overdose. President Snow asked Dr. Stan Gustetic, Administrator of Allied Health Services, to answer the question. Dr. Gustetic explained that the FSDB Nurses are trained to administer this drug and have it available if the need arises. We also immediately contact 911 in the event of an emergency, and first responders also have Narcan available to administer.

Unfinished Business

No unfinished business.

Board Comments

The Trustees were all excited to be back on campus and to see staff and students. They were happy to hear about the successes of the Strategic Plan and Employee Engagement, i.e., Staff Field Day, that is happening on campus.

Adjournment

The meeting adjourned at 10:51 a.m.

I hereby certify that the foregoing minutes are accurate and complete to the best of my knowledge.

Tracie C. Snow
President

Terry Hadley
Vice Chair



Student Engagement:

Since the last board meeting, our students have immersed themselves in many different exceptional opportunities to learn, grow, celebrate, and take pride in their accomplishments. The energy, sportsmanship, and dedication displayed by our students, coaches, and sponsors have not only left an indelible mark on their educational journey but have also served as a source of inspiration for our dedicated staff, supportive families, and esteemed alumni, including myself.

I invite you to dive into the details presented in the Board Report, which captures the richness of experiences our students have embraced over this period. Below, I highlight just a glimpse of the remarkable events our students actively participated in over the last month:

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- Cheerleaders went to the FHSAA State Championship.
 - Girls Basketball played in the FHSAA semi-finals.
 - Boys and Girls Basketball teams traveled to the Mason-Dixon tournament in North Carolina. The girls came back with the championship win!
 - Wrestlers traveled to Austin, Texas, for the Willigian Wrestling Tournament.
 - Students put on an incredible Talent Show for the second year.
 - Culinary Club had an amazing cultural and culinary experience at a Middle Eastern restaurant in Jacksonville.
 - Blind High School Students traveled to Whitefish, Montana, for their annual ski trip.
 - Literacy Week was celebrated across campus.
-

Professional Learning:

I participated in the Conference of Educational Administrators of Schools and Programs for the Deaf (CEASD) Board of Directors' two-day virtual meeting via Zoom. Ensuring FSDB's active participation in local, state, and national gatherings focusing on education and networking opportunities within the deaf/hard of hearing, blind/visually impaired, and deaf-blind communities is essential. Engaging in such meetings provides a unique chance to glean insights from top-level administrators and be part of the critical work happening in the field.

Staff Engagement and Recognition:

It was an exhilarating experience to acknowledge Maria Williams as the FSDB Teacher of the Year (TOY) and be invited and honored at the St. Johns County Teacher of the Year Banquet. I am sincerely grateful for our ongoing relationship with SJC public schools and for our inclusion in this annual event. This year, we had the privilege of reserving two tables for Maria, accommodating her family, colleagues, administrators, and friends. The evening was filled with

joy, inspirational stories, and laughter and served as a poignant reminder of the significance of our educators.

Mrs. Costello and Mrs. Wohl had the honor of addressing their colleagues at the Florida Music Educators Association, a professional development workshop for music teachers across Florida, on the topic of creating an inclusive classroom for blind and visually impaired students. While attending the conference, the Florida School for the Deaf and the Blind - Blind High School was recognized as the state's top Music Enrollment school. This prestigious acknowledgment was celebrated at an awards ceremony and reiterated during a State Board Meeting.

The credit for this achievement goes to the numerous students engaged in the music department and to Mrs. Bogue and Mr. Cosgrove for their unwavering support. The school was presented with a stunning crystal award in recognition of this accomplishment.

Strategic Planning:

As part of this year's Strategic Planning efforts, I will be conducting monthly meetings with the academic department, focusing on the core FSDB Values:

1. **Integrity & Respect:** The FSDB community is a cohesive group that serves with honor, care, kindness, and responsibility.
2. **Safety & Security:** The FSDB community is committed to the protection and well-being of stakeholders.
3. **Innovation:** The FSDB community welcomes change and embraces a continuous improvement mindset to encourage new methods to solve problems and foster creativity and growth.
4. **Trust:** The FSDB community is committed to high-quality services and accountability through honest, reliable, and consistent actions.

We kicked off the "Flash Focus Series" by concentrating on Trust, aiming to build and reinforce a culture of trust within the FSDB community. Participants listened to the presentation and engaged with their "shoulder partner" to discuss various scenarios focused on building and maintaining trust, especially with parents. Over 100 teachers, specialists, instructional support staff, and supervisors attended, and the feedback from the exit survey was overwhelmingly positive. I eagerly anticipate our monthly meetings throughout the rest of the year.

Another presentation I facilitated was the "Supervisor Success Chat: Strive, Grow, Improve," which will be a monthly series for supervisors across campus. Two sessions on the same topic will be held each month at varying times to accommodate supervisor schedules. The topics were developed based on a survey completed by supervisors in December, with the first one focusing on "Applying different leadership styles based on situations and staff needs."

The upcoming months will cover the following topics:

- Leading diverse teams effectively.
- Managing conflicts within your team.
- Actively listening and understanding diverse perspectives.
- Managing time efficiently and prioritizing tasks.
- Allocating resources effectively.

Our top priority should always be to invest in our students and staff, collaborate and network with vital stakeholders, celebrate accomplishments, and continue to create an incredible community where we can do more, be more, and achieve more.



The 2024 Legislative Session opened on January 9, 2024. As of the fifth week of the session, both houses of the Legislature have passed budget proposals for the 2024-25 Fiscal Year. Although these budget proposals are close in overall spending, they differ in several policy areas, which will be negotiated in the budget conference. The budget conference is expected to be held over the next two weeks.

For FSDB, the House has provided an increase of \$2,831,766 in recurring General Revenue for the operating budget. The Senate is recommending \$ 1,120,550. No guidance or instructions have been given regarding any specific purpose for these funds other than general workload increases and operating expenses.

On the Fixed Capital Outlay side, our funding comes from the Public Education Capital Outlay (PECO) Trust Fund source. The House and the Senate both have proposed a total of \$11,917,856. This represents \$5,357,290 for repair and maintenance projects and \$6,560,566 for the construction of McClure Hall. The construction amount for McClure Hall was initially estimated to be \$6,560,566. However, an updated calculation for this construction, as of December 2023, indicates that FSDB will need \$11,310,145. I am still working with legislative staff and legislators to pick up the remaining McClure Hall cost of \$4,749,579 during the budget conference.

The Senate and House propose giving 3 percent raises for state employees and no increase in health insurance costs. I am working with the legislative staff handling state employee pay and benefits to ensure FSDB employees are included in this appropriation.

Substantive bills are monitored as they move through the last half of the legislative process. No significant impact on FSDB has emerged as of yet.

REFERENCE NOTES: (To allow board members to follow along in the state budget development process, with each FSDB Legislative board report, I will include the following outline with a highlighted event indicating where the Legislature is that month in the overall process.)

- The Legislative Budget Commission issues the Long-Range Financial Outlook. State Agencies submit their 2023-24 Legislative Budget Requests.
- The Legislature reviews the agencies' budget requests and receives status reports on prior session issues.
- The Governor makes his budget recommendations 30 days before the onset of the legislative session.
- House and Senate committees workshop the budget
- Each chamber passes an independent appropriations bill.
- The differences between the bills are resolved through a budget conference by members of the House and Senate.

- The product of the conference process is the Conference Report of the General Appropriations Act.
- Once both chambers adopt the GAA, the Governor has line-item veto authority as he signs the bill.
- The Governor, with the consensus of the House and Senate, executes the budget and develops the base for the next cycle.
- Fiscal Analysis in Brief is released in August.
- Final Budget Report released in December.

Submitted by:

Patsy Eccles, Legislative Specialist



Health Care Center Report

| | Total | Aug 2023 (12 days) | Sept 2023 (20 days) | Oct 2023 (21 days) | Nov 2023 (16 days) | Dec 2023 (**11days) | Jan 2024 (16 days) | Feb 2024 | Mar 2024 | Apr 2024 | May 2024 |
|---|--------------|-----------------------|------------------------|-----------------------|-----------------------|------------------------|-----------------------|----------|----------|----------|----------|
| ACU Visits (*Total includes all students that were assessed in the ACU clinic as a "Walk-ins", "Scheduled Appts." "Physicals", "Vision Screenings", and "Miscellaneous.") | 2,674 | 287 | 561 | 614 | 495 | 278 | 439 | | | | |
| TCU Visits (*Total includes all students that were admitted to the TCU.) | 178 | 9 | 37 | 45 | 22 | 23 | 42 | | | | |
| Admission Interviews | 53 | 18 | 7 | 7 | 6 | 5 | 10 | | | | |
| Eye Clinic- Specialty | 23 | 0 | 5 | 7 | 7 | 4 | 0 | | | | |
| PDC Clinic- Specialty | 53 | 0 | 9 | 13 | 10 | 6 | 15 | | | | |
| Psychiatry Clinic- Specialty | 20 | 0 | 4 | 2 | 5 | 3 | 6 | | | | |
| Off Campus (*ER visits, Ophthalmology, Home) | 8 | 3 | 0 | 3 | 0 | 1 | 1 | | | | |
| Totals | 3,009 | 317 | 623 | 691 | 545 | 320 | 513 | 0 | 0 | 0 | 0 |

| Sofia 2 Testing | Total | Aug 2023 (12 days) | Sept 2023 (20 days) | Oct 2023 (21 days) | Nov 2023 (16 days) | Dec 2023 (**11days) | Jan 2024 (16 days) | Feb 2024 | Mar 2024 | Apr 2024 | May 2024 |
|-----------------------------|------------|-----------------------|------------------------|-----------------------|-----------------------|------------------------|-----------------------|----------|----------|----------|----------|
| Quidel Strep Test | 202 | 27 | 33 | 36 | 35 | 24 | 47 | | | | |
| Quidel Influenza A & B Test | 187 | 20 | 24 | 39 | 34 | 20 | 50 | | | | |
| Quidel SARS Antigen | 193 | 21 | 29 | 42 | 32 | 21 | 48 | | | | |
| | | | | | | | | | | | |
| | 582 | 68 | 86 | 117 | 101 | 65 | 145 | 0 | 0 | 0 | 0 |

| Physicians/ Specialists | Total | Aug 2023 (12 days) | Sept 2023 (20 days) | Oct 2023 (21 days) | Nov 2023 (16 days) | Dec 2023 (**11days) | Jan 2024 (16 days) | Feb 2024 | Mar 2024 | Apr 2024 | May 2024 |
|--------------------------------|------------|-----------------------|------------------------|-----------------------|-----------------------|------------------------|-----------------------|----------|----------|----------|----------|
| Physician Assistant | 276 | 31 | 51 | 66 | 68 | 34 | 26 | | | | |
| Medical Director/ Pediatrician | 55 | 0 | 9 | 13 | 12 | 6 | 15 | | | | |
| Ophthalmologist | 23 | 0 | 5 | 7 | 7 | 4 | 0 | | | | |
| Psychiatry | 21 | 0 | 4 | 3 | 5 | 3 | 6 | | | | |
| | 375 | 31 | 69 | 89 | 92 | 47 | 47 | 0 | 0 | 0 | 0 |

Dental Report

| Dental Clinic Procedures | Total | Aug 2023 (12 days) | Sept 2023 (20 days) | Oct 2023 (21 days) | Nov 2023 (16 days) | Dec 2023 (**11days) | Jan 2024 (16 days) | Feb 2024 | Mar 2024 | Apr 2024 | May 2024 |
|---------------------------------|------------|-----------------------|------------------------|-----------------------|-----------------------|------------------------|-----------------------|----------|----------|----------|----------|
| Hygiene | 61 | 5 | 22 | 9 | 13 | 0 | 12 | | | | |
| X-ray | 33 | 0 | 2 | 1 | 21 | 2 | 7 | | | | |
| Emergency | 4 | 0 | 0 | 1 | 2 | 0 | 1 | | | | |
| Other | 21 | 17 | 0 | 3 | 0 | 1 | 0 | | | | |
| Operative | 20 | 0 | 0 | 8 | 0 | 12 | 0 | | | | |
| Surgical | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | |
| Preventative | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | | | |
| Screening | 17 | 0 | 0 | 11 | 0 | 6 | 0 | | | | |
| Exam | 19 | 0 | 0 | 15 | 0 | 4 | 0 | | | | |
| | 175 | 22 | 24 | 48 | 36 | 25 | 20 | 0 | 0 | 0 | 0 |

| Dental Staff | Total | Aug 2023 (12 days) | Sept 2023 (20 days) | Oct 2023 (21 days) | Nov 2023 (16 days) | Dec 2023 (**11days) | Jan 2024 (16 days) | Feb 2024 | Mar 2024 | Apr 2024 | May 2024 |
|---------------------|-------|-----------------------|------------------------|-----------------------|-----------------------|------------------------|-----------------------|----------|----------|----------|----------|
| UF Dentistry | 58 | 0 | 0 | 36 | 0 | 22 | 0 | | | | |
| Hygienist | 117 | 22 | 24 | 12 | 36 | 3 | 20 | | | | |

OT/PT

OT/PT is filled to the brim with love and friendship this February. We are celebrating Valentine's Day all month through different activities. Our annual Valentine's raffle is in full swing. Each student who comes for an OT or PT service punches out a heart-shaped ticket. The student then writes their name or initials on the ticket and places it into the Valentine's raffle box. Nine tickets will be chosen on Valentine's Day, and those nine will be our big winners. The students who come for services regularly will have more tickets in the box. We are also creating beaded friendship bracelets in OT. The students pick how they would like to design the bracelets and how they will package their gifts. The bracelets are an excellent way for the students to flex their OT fine motor, visual-motor, visual-perceptual, perceptual motor, and bilateral integration skills.

OT and PT have seen a large influx of students this school year. We are happy to have many new faces coming through our doors. We are looking forward to seeing their growth over the coming years. One of our long-time OT/PT students, Kessler Freed, was on the FSDB Facebook page and spoke about his PT and OT successes. We are so proud of Kessler and his hard work when he comes for services.

Bittersweet news to report: our part-time PT of many years, Arlyn Jackson, has accepted a new job and will no longer be at FSDB. We are sad to see Arlyn go, but we are happy for her as she begins her new adventure. Arlyn, we will miss you!

Speech & Audiology

The Speech & Audiology department has its hands full, providing speech, language, and auditory services to students across campus. With two unfilled speech-language pathologist positions, our current staff has made major adjustments to their caseloads for the students to continue to receive their IEP mandated therapy services. Not only do the speech-language pathologists provide therapy, but they also participate in IEP meetings, Admissions meetings, and Outreach evaluations!

The audiologists continue to strive to meet the audiological needs of students campus-wide. Approximately three hundred (300) students in the Deaf department and ten (10) students in the Blind Department utilize some amplification, including hearing aids, cochlear implants, BAHAs, ABIs, and classroom devices. The newer hearing aids and cochlear implants are compatible with Bluetooth technology, providing additional opportunities to access auditory information.

Mental Health Department

Department Happenings

Wendy Williams, Laura Pamer, and Ali French recently attended the Florida Mental Health Counselors Association. They presented some key takeaways and shared skills with the Mental Health Team. The Mental Health team in the Blind Department also ran and supported the Talent

Showcase under the leadership of Laura Pamer on February 6. Students tried out for a limited number of spots on the program and gave phenomenal performances. FSDB's Got Talent! We look forward to continuing to work with the boarding program, providing workshops on specific topics such as staff team building and supporting students' understanding of health relationships. Though some students have been experiencing challenges, we have engaged with them positively through PBIS and student groups after school giving them outlets for expression and strengthening coping skills.

Culinary Department

1) Meals - Continuing the appreciation from students on food quality and selection. The fryers are almost installed. We are just waiting for the breakers.

- a) Dinner – The new menu items, Jambalaya, Asian theme meals, and homemade stromboli, were well received.
- b) Lunches - Chicken Cheesesteak, Ravioli, Homemade Calzone.
- c) The Farm to School" program in December featured celery, and in January was cauliflower.
- d) FANS reimbursement in December was \$25,106

2) Events

- ALL events scheduled during the end of December and beginning of January went exceptionally well.
- Christmas Cookies at the Annual Holiday Event
- Christmas Dinner
- Appreciation Lunch & Breakfast for Dorm Staff

3) Employee Engagement

- Survey & Action Plan Meeting Planned for December 21
- Mixed responses shared with you
- Staff held the first Christmas party in years.
- The Food Services Director gave all staff a personalized holiday card and a \$15 gift card to Panera Bread.

Angel L. Arizaga

Angel L. Arizaga
Administrator Allied Health Services



Apartment Program

Young Men

Apartment students continue to practice and improve their independent living skills. Team members and students create meal plans a week before grocery shopping. Students return to campus better prepared to exercise their shopping skills in the future. The students often travel off campus to eat at nearby restaurants or Walgreens for personal items outside of their grocery list.

An upcoming positive peer interaction social will be held next month for Super Bowl Sunday. The students will enjoy the game, food, and friends. Everyone is discussing their favorite team and looking forward to socializing with friends and staff.

We celebrated several birthdays recently. We held parties for each one, each celebrating according to how the birthday boy wanted to spend his day (i.e., one was a pizza party, and some just wanted cake or cupcakes with friends and family). It was great to witness the students sharing their important day with friends in a joyful, homelike setting.

The students also continue supporting the wrestling, goalball, and basketball teams. We've had several of our students also looking forward to the upcoming track season. The Blind High School carnival was a big event this month, and our BHS seniors did a fantastic job hosting it. Both populations of students, deaf and blind, participated in the event and had a great time.

We continue to teach and re-teach the skills of managing a household through daily duties such as cleaning, laundry, planning and preparing meals, and other healthy life skills. These skills will certainly help prepare our students for a lifetime of success. Several students have already received acceptance letters from higher education institutions, which makes us immensely proud.

Some students have been discussing their strengths, weaknesses, and interests and comparing careers that coincide with those attributes.

Young Ladies

We ended the semester on December 14 by celebrating the holiday with a pajama party. The festivities for the evening included two rounds of the Saran Wrapped Ball Game and watching a holiday classic movie, "Home Alone." Students were reminded to wear pajamas for the party.

Many forgot, yet when they saw the staff members dressed in holiday pajamas, they dashed to put on theirs. The night was full of fun, laughter, and holiday cheer.

Our focus for January has been getting back to our everyday habits. Typically, getting students to bed on time is a struggle this month. Surprisingly, this was not the situation this year. Everyone returned from break without trouble, going to bed on time or early. Students also returned excited to cook and try new meals. This semester, we will focus on cooking techniques that utilize the air fryer, slow cooker, and Instant Pot. Our goal is to show students appliances they can use at home to simplify meal prep. We recently learned that most of our students have not used these appliances. We also learned that staff members have not used an Instant Pot, so we are learning together.

This semester, we will have Empowerment time each month—when students will unplug from their mobile devices and interact with peers. Upcoming activities include Paint and Sip Juice, Self Portraits, Uno Tournament, and a Tea Party. We are looking forward to a fun yet busy, empowering semester.

Blind Department **Kramer Hall**

- Students stayed very busy during the last two weeks before the holiday break. They enjoyed a holiday dinner in the dorm, decorated beautifully with art they created. They also participated in a holiday drawing contest and got to hang their creations on the dorm's walls. They made holiday ornaments to hang on the dorm tree, enjoying social time together.
- We also celebrated a birthday, enjoyed nature walks, played board games, and had another holiday meal in the cafeteria.
- When the students returned from the holiday break, they enjoyed movie night with popcorn and drinks. They also had a gaming tournament and enjoyed sensory fun activities with slime and oobleck (cornstarch mixture).
- The staff and students look forward to more fun learning experiences this new year.

Cary White

- As always, the last few months were some of the busiest of the year in the dorm; studying for tests, practicing for performances, holiday events, and a long Winter Break means less time for everything. It also means thorough cleaning to accommodate routine maintenance and pest control. This is always a great teaching moment to reinforce the importance of organization and prioritizing in your living area. Everyone tends to be shocked at the accumulation of clutter! But it's 'oh, so nice!' to start the new year fresh.
- This year's students have shown a surprising maturity in dealing with stress, deadlines, and activity levels. This could reflect the number of students participating in after-school sports, music, and clubs. About 75% of Cary White students participate in an after-school sport, and half are involved in music or clubs. Not only do these activities encourage self-discipline, but there has been a notable increase in the level of patience,

understanding, and inclusion of those at all skill levels. We have always prioritized this in the dorm, and it's encouraging to see the students displaying such growth.

- We're also seeing an increase in enthusiasm and participation. This is undoubtedly because of encouragement and inclusion. It makes all our lessons and activities more enjoyable and productive.
- We look forward to how much our students will learn the rest of this year in this positive environment.

Koger Hall

- This semester, the 9th and 10th grade girls will be busy getting comfortable in the kitchen. Along with learning food and kitchen safety, they will learn basic cooking skills to prepare them for independence. These young ladies are extremely excited to be cooking!
- This month's *Taking the Lead* participant wanted to thank her favorite math teacher for making math enjoyable and not boring. He gives his students real-life scenarios to help them understand the lesson. He also uses math games to assist with his lessons, so she presented him with a board game she shopped for independently. After arriving at Target, the student approached the customer service desk to explain that she is visually impaired and asked to have someone assist her with her shopping. The Target employee was excited to help, and they went off to the toy department. This month's participant jumped at the chance to do *Taking the Lead*. When asked why, she said she is excited to learn and do things independently in the real world.

MacWilliams Hall

- Update from our Holiday Food Drive: During November and December, we collected non-perishable items as our community service project. We donated about 35 items to assist the DMS Holiday drive to deliver Thanksgiving meals for FSDB families in need. We donated the remainder of what we collected (another 30 or so items) to a local food bank. We are grateful to all those who contributed and assisted with our project: thank you.
- On February 6, MacWilliams Hall will celebrate the end of the first semester and kick off the second semester with a s'mores 'cookout,' vanilla ice cream, and hot chocolate.
 - We'll also be recognizing and celebrating all the students who received Student of the Month certificates in the first semester:
 - Eligio Alavrez-Lopez
 - Michael Diaz-Ramos
 - Nathaniel Figueroa
 - Leland Huth
 - Ethan Jones
 - Mason Long
 - K.D. Owens
 - Ethan Rieger
 - Ayman Salem

- Logan Strickland
 - Adrien Vreeland
 - Jayden Weaver
- On February 11, MacWilliams Hall will hold our annual Super Bowl Party. We'll have the game on and a full spread of pizza, wings, chips, dips, nachos, and other snacks for students and staff to enjoy while watching the 'Big Game.'

Deaf Department Elementary and Middle School

Vaill Hall

- Vaill Hall students will continue their Character Education by designing environmental awareness posters next week. We hope that learning about our role will promote citizenship, mentorship, and responsibility. This activity will instill a sense of citizenship in the students and help them recognize their role in environmental preservation. Having these posters around the dorms serves as a guide/reminder to other students and staff, encouraging mentorship. It also instills responsibility by emphasizing the importance of taking action to address environmental challenges.
- On February 14, we will have fruit punch, decorate cookies since our students enjoyed it last time, and make cards for our loved ones! Vaill Hall will prepare to take a field trip to Ripley's Believe It or Not! on February 27. We will prepare the students by practicing staying in groups and reviewing how to behave off campus. We are excited to share this experience with our students!
- Our staff that works with our youngest boys is proud to share that Jarrod is now using the pedals on the trikes! We have been working with him to share 1st place in line with others, being safe on the trikes, and turn-taking! He is using language to express himself and improving, and we are so proud of Jarrod! Heidi Vandenberg and Kandy Marroquin have been working with Jarrod consistently and patiently.
- Thanks to D&B Designs students and Lilliana Betancourt for helping our students design their t-shirts. Vaill will continue to visit in small groups until all our students have this experience!

Bloxham Hall (Gregg Hall)

- Students were excited to return after their winter break and jumped right back into the dorm routine. Our girls are in the final weeks of basketball season. Girls who are not playing enjoy going to games and cheering on all our Dragon teams. They also look forward to trying out for track, field, and flag football.
- Our excellent staff were shown how much they are appreciated with an afternoon luncheon. Thanks to generous funding through our advancement office, they enjoyed a mini croissant platter from Chicken Salad Chick and assorted fresh fruit bowls from Publix. Our staff enjoyed getting a chance to relax and socialize with each other before school dismissal.
- Congratulations go out to Hufflepuff House. They earned the most points in the second quarter. Slytherin House won the first semester and 8th grader Jasmine earned the most individual points in both the second and first quarters. Over the next few weeks, all houses will be enjoying their prizes.

- Many people make resolutions for the new year. Our Bloxham Hall girls have been focusing on self-care this month. Staff have taught our girls how to care for and style their hair. We are also excited to resume our weekly yoga class led by DMS Behavior Specialist Christian Rivera. During our forty-minute classes, they learn the positive physical, mental, and emotional benefits. Staff are also welcome to participate in our weekly Wednesday after-school sessions.
- Our 7th and 8th graders received an informative presentation from FSDB Police Department Officer Shawn O'Brien. He showed a DVD and then led a group discussion on the warning signs of an unhealthy dating relationship. Our girls were respectful and attentive during the presentation. In our discussion, our girls asked questions and gained insight into what a healthy relationship looks like. Officer O'Brien left our girls feeling empowered and confident in their ability to stand up for themselves and others when confronted with relationship challenges. Following that instruction, staff connected the topic to challenges in unhealthy peer relationships.

McLane Hall

- January has been a hectic month. As soon as we returned to school after our holiday break, the students quickly reconciled and returned to their usual routine. The basketball and wrestling seasons resumed. If they were not on a team, they attended games to support their peers. They quickly took advantage of the after-school recreational activities because they missed how fun it was playing with their friends. They played 4-square and kickball.
- In January, we had Officer O'Brien stop by to give a presentation on "Kindness." They were taught to be respectful and kind to others. After gathering feedback from the students, they stated that the workshop was educational and that they learned a lot from it.
- Soon, they will travel to Flagler College to watch a basketball game. At the same time, they will learn how to behave appropriately in a public setting. We will go to a local Chinese Buffet a week later to celebrate the winners for being on their best behavior this past quarter. The boys behaved well the last couple of weeks, so they earned many Dragon Dollars to redeem for candy or drink in our PBIS store.
- This month, we will throw a Valentine's Day party! On February 11, we will also host a Super Bowl party.

Deaf Department High School

James Hall

- Our students continue to earn Student of the Week and Student of the Month status. We have recognized the following students for Student of the Week: Joss, Meilyn, Corian, and Roxy. These young ladies show great responsibility and great character. The Student of the Month goes to Raiyanah and Veronica. These two ladies are willing to jump in and help with anything asked of them, and they always show respect. Congratulations to our students.

- The girls did various projects for community service, including making hot chocolate and cookies for the elementary dorms. Some girls made holiday cards for the nurses of the Health Care Center, and some did a community cleanup.
- We continue to monitor and teach our students independent living skills. These skills include doing their laundry, setting the load size, and the correct temperature, and using the correct amount of soap. They are still learning kitchen safety and to cook at the proper temperatures.

Rhyne Hall

- The boys settled down quickly when returning to Rhyne Hall from the winter break. They went straight to their routines, like going to tutoring for homework help and the night library, sports practices, games, and recreational activities.
- A campus police officer came to Rhyne Hall and gave a workshop on bullying. The students asked a lot of good questions. Thanks to Officer O'Brien for delivering an interesting group discussion!
- We have a trip planned for Wednesday, February 7, for the Rhyne Hall boys to watch a Flagler College basketball game. They are excited!

Recreation Department

The Recreation Department was responsible for the December 7, 2023 Holiday Celebration. There were performances by the Dance Troupe and the Holiday Choir of deaf and blind elementary students. Santa, Mrs. Claus, and the Grinch all made appearances to greet the students. Kudos to the Food Service department for the delicious cookies and hot chocolate. The recreation staff did a great job!

The elementary students have participated in youth league basketball with the St. Johns County Recreation and Parks department. We have a girls' ages 9-12 team and a boys' ages 11-12 team. We travel weekly to the Solomon Calhoun Center to play our games. The students are getting valuable experience in team sports.

FSDB Elementary Dance Program

The dance students have started to learn their recital dances and have discovered the theme for this year's recital: "The Little Mermaid."

Respectfully submitted by:

Kathleen Grunder
Administrator of Residential Services



ACCOUNTING and BUDGET MANAGEMENT

John Wester, Comptroller, and Alison Crozier, Executive Director of Budget Management

Accounting

General

Prompt Payment – Section 215.422, Florida Statutes, compliance (Prompt Payment of Vendor Invoices): For the period ended January 12, 2024, 100.00% of 234 invoices were paid per the statute (compliance minimum is 95%).

Purchasing

Tangible Personal Property Inventory – Rule 69I-72.006, Florida Administrative Code: The annual property inventory is coming to completion as planned.

Budget Management

FY 2023-24 Operating Budget – Revision #2

An internal budget realignment in the Federal Grants Trust Fund (Fund 2261) is recommended to reallocate the necessary budget resources to support new funding opportunities, such as the Supplemental School Improvement Grant.

| FY 2023-24 Federal Grants Trust Fund (104166) | Revision #1 | Recommended Adjustment | Revision #2 |
|--|------------------|------------------------|------------------|
| Salaries and Benefits | 1,436,428 | (130,196) | 1,306,232 |
| Other Personal Services | 424,636 | 47,574 | 472,210 |
| Expense | 334,091 | 20,622 | 354,713 |
| Operating Capital Outlay | 10,000 | 62,000 | 72,000 |
| Food Products | 170,000 | - | 170,000 |
| Overtime | <u>1,500</u> | <u>-</u> | <u>1,500</u> |
| Total Federal Grants Trust Fund (Fund 2261) | 2,376,655 | 0 | 2,376,655 |

ADVANCEMENT

Traci Anderson, Executive Director of Advancement

| <u>Donations for January 2024</u> | <u>Donations for January 2023</u> |
|-----------------------------------|-----------------------------------|
| Number of Donors = 174 | Number of Donors = 184 |
| Number of Gifts = 164 | Number of Gifts = 184 |
| Dollars Received = \$49,426.14 | Dollars Received = \$435,478.05 |

| <u>Current FY To Date</u> | <u>Previous FY to Date</u> |
|-----------------------------------|-----------------------------------|
| Number of Donors = 1,511 | Number of Donors = 1,479 |
| Number of Gifts = 2,353 | Number of Gifts = 2,306 |
| Dollars Received = \$1,091,246.36 | Dollars Received = \$1,470,324.34 |

Comparison of 22/23 to 23/24

The Current Year-to-Date shows an increase in both the number of donors and the number of gifts.

Notable Highlights

In January 2023, we received a generous gift of \$335,000 from the Johnson Scholarship Foundation. This year, that donation was received a month earlier, in December 2023.

Additionally, in December 2022, we received \$319,371.47 from an estate, which is included in the previous fiscal year's total amount received.

Our overall performance remains commendable. As we look into the new year, we must sustain our donor engagement initiatives, diversify our fundraising strategies, and actively seek opportunities to secure major gifts.

BUSINESS SERVICES BULLETIN

Julia Mintzer, Administrator of Business Services

Business Services Bulletin: February 5, 2024

Accounting, Budget Management, Purchasing, and Student Bank

We are in the middle of the third quarter of the fiscal year. Departments are encouraged to engage in purchasing activities now rather than wait until crunch time next quarter. Purchasing will end in May, and the exact date will be announced in the coming weeks. Please monitor budgets and projects closely so that we may maintain momentum and efficiency with our budget management. The latest version of the Purchasing Manual has been added to the intranet. It's a great resource!

Advancement

Many thanks to those of you who took the time to submit your private funding requests. Projects are currently being reviewed, and budgeting will occur later this month. We are so fortunate to have the support of private donors and foundations as we offer value-added programs for students and staff members.

Campus Police

As we head into the busy spring season with events and celebrations, please help maintain the campus's safety and security by remaining situationally aware of visitors and vendors on campus. Folks should be properly badged and engaged in the activity they are visiting campus.

Employee Engagement

Field Day was a huge success! Thank you for participating in this fun and competitive event. We are already planning for Field Day 2025.

The Employee Engagement Survey will be launched soon. Please participate in this important survey. The data is analyzed, and action plans are generated as we strive to recruit and retain an engaged workforce.

Safety and Facility Operations

Gregg Hall is underway and on schedule. I never thought the construction of walls could be so exciting.

We are in the process of selecting a contractor for the Kramer Hall renovation. This is a lengthy procurement process, and we hope to begin work in Kramer toward the end of summer.

The new bleachers are in production. The existing bleachers are now closed and will be removed in the coming weeks.

Training and Quality Assurance

Please mark your calendars for February 21 and plan to visit the Safety Education Fair. This is another popular event on campus.

Transportation

Please submit field trip requests as far in advance as possible. As we near the year-end trips and activities, resources can become stretched.

CAMPUS POLICE
Dr. Jerry Chandlee, Chief of Campus Police

2023 ANNUAL REPORT OF CRIME STATISTICS

| CRIME OFFENSES | 2020 | 2021 | 2022 | 2023 |
|-----------------------------|------|------|------|------|
| MURDER | 0 | 0 | 0 | 0 |
| FORCIBLE SEX OFFENSE | 0 | 0 | 0 | 0 |
| ROBBERY | 0 | 0 | 0 | 0 |
| AGGRAVATED ASSAULT | 0 | 1 | 0 | 0 |
| AGGRAVATED STALKING | 0 | 0 | 0 | 0 |
| BURGLARY | 0 | 0 | 0 | 1 |
| LARCENY/THEFT | 1 | 0 | 1 | 1 |
| MOTOR VEHICLE THEFT | 0 | 0 | 0 | 0 |
| KIDNAP/ABDUCTION | 0 | 0 | 0 | 0 |
| ARSON | 0 | 0 | 0 | 0 |
| SIMPLE ASSAULT | 0 | 0 | 0 | 1 |
| SIMPLE STALKING | 0 | 0 | 0 | 0 |
| DRUGS/NARCOTICS | 0 | 4 | 2 | 0 |
| BRIBERY | 0 | 0 | 0 | 0 |
| EMBEZZLEMENT | 0 | 0 | 0 | 0 |
| FRAUD | 0 | 0 | 0 | 0 |
| COUNTERFEIT/FORGERY | 0 | 0 | 0 | 0 |
| EXTORTION/BLACKMAIL | 0 | 0 | 0 | 0 |
| INTIMIDATION | 0 | 0 | 0 | 0 |
| PROSTITUTION | 0 | 0 | 0 | 0 |

| | | | | |
|--|--------------|------------|------------|------------|
| NON-FORCIBLE SEX OFFENSES | 0 | 0 | 0 | 1 |
| BUY/RECEIVE/POSSESS STOLEN PROPERTY | 0 | 0 | 0 | 0 |
| DUI | 0 | 0 | 0 | 0 |
| DESTRUCTION/DAMAGE/VANDALISM | 0 | 1 | 0 | 2 |
| GAMBLING | 0 | 0 | 0 | 0 |
| WEAPONS VIOLATION | 0 | 0 | 0 | 0 |
| LIQUOR LAW VIOLATION | 0 | 0 | 0 | 0 |
| MISCELLANEOUS | 0 | 0 | 0 | 0 |
| TOTAL | 0 | 6 | 4 | 6 |
| STOLEN PROPERTY VALUES REPORTED | \$394 | \$0 | \$2 | \$0 |
| STOLEN PROPERTY VALUES RECOVERED | \$394 | \$0 | \$0 | \$0 |
| ARRESTS | 1 | 1 | 0 | 0 |

INVESTMENT PERFORMANCE

David Hanvey, CFP, Vice President-Wealth Management: UBS

During the month, the Endowment I increased by +\$730,095.82 (+3.98%) and increased by +10.40% during 2023 with a closing portfolio value of \$20,439,514.85. During the period, dividends and interest income totaled +\$37,437.33, and accrued interest increased +\$13,407.59. During the same period, the Benchmark increased +4.87% and +14.49%, while the S&P 500 increased +4.54% and +26.29, respectively. Furthermore, the US Aggregate Government Credit Intermediate Bond Index increased +2.18% during the month and +4.77% during 2023. Additionally, \$56,314.18 was deposited during the month.

Endowment II increased +\$449,045.31 (+4.20%) and increased 10.39% during 2023 with a closing portfolio value of \$11,862,133.46. During the period, dividends and interest income totaled +\$21,294.42, and accrued interest increased +\$8,262.86.

As we bid farewell to 2023, investors reflect on a year that showcased both resilience and volatility in the financial markets. Interestingly, more than half of the year's gain in the S&P 500 took place in November and December. The rally in fixed income pushed the yield on 10-year US Treasuries from 4.988% on October 19 to a low of 3.86% in December. The power of keeping a steady course with a diversified portfolio shined through during 2023 and serves as a reminder that discipline, diversification, and a long-term perspective are the keys to continued success in the markets. The UBS central scenario 2024 forecast projection for the S&P 500 increased to 5,000 (+4.84%) by year-end. Thank you, and we look forward to seeing you at the board meeting.

SAFETY AND FACILITIES OPERATIONS

Guy Maltese, Executive Director of Safety and Facilities Operations

Project Management

- Gregg Hall project continues – MEP infrastructure installation continues with all under slab installs, footers, foundations, and concrete slab complete. First-floor exterior block walls are underway, and precast delivery and installation are scheduled for mid-February. Weekly meetings continue to produce positive feedback overall on the project.
- Kids Town Theatre project drawings are in-house; project advertisement is expected shortly.
- Knowles/Gregg/James Sanitary sewer upgrades complete.
- Kramer Hall renovation project's first round of qualified design-build teams received; interviews and presentations are forthcoming.
- Knowles Hall mansard roof upgrade and replacement are underway.
- Kirk carpeting upgrades are complete.
- The most recent round of elevator renovations is complete.
- The stadium bleacher project is underway. The vendor has placed the bleacher on order. Current bleachers have been closed, and preparations to begin demolition are underway.
- Settles storefront upgrade drawings are expected on site in one week to ten days.
- New football field goalposts are installed.
- The new pool filtration project is with engineers for the establishment of scope.
- The Grounds Department continues the campus beautification initiative, which includes new beds, unique plantings, window washing, and continued pressure washing.
- SaFO continues to manage projects in alignment with the Campus Facilities Master Plan and Public Education Capital Outlay (PECO) Legislative Budget Request. Project Management meetings are held regularly concerning safety/security, Essential Equipment Maintenance, Technology, and Facility Infrastructure Repairs. Meetings focus on new projects, progress of existing projects, and budget management.

TRAINING AND QUALITY ASSURANCE

Trish McFadden, Executive Director of Training and Quality Assurance

The Training and Quality Assurance Department held or will hold, the following training classes between January 22, 2024, and February 22, 2024: two CPI Full Courses, three CPI Refresher courses, one CPR course, four QPR classes, one Youth Mental Health First Aid class, one New Employee Onboarding session, and one AlerT Training class.

The TQA Department held its third New Employee Onboarding (NEO) program and invited 21 new staff members to the February 7, 2024, session. The NEO program provides an overview of the school and student services, the 2022-2027 Strategic Plan, and Emergency Management Training. In addition, Department Administrators participate in small group "Speed Information" meetings and rotate amongst the staff tables. These brief, informative chats allowed the school's leaders to meet with new staff one-on-one, share their team's role and services provided, and ask questions within a small group. From previous survey responses, new employees enjoy these fast-paced information sessions, getting to know our school's leaders and understanding their roles in supporting FSDB's mission.

The Safety Education Fair is scheduled for Wednesday, February 21, 2024. In addition, to the agency safety partners attending, this year's fair will also feature a section on student health and wellness. The Executive Director of Physical Education/Health and the Mental Health Department will be

participating in sharing strategies for responding to health emergencies, stress reduction, and overall wellness.

Survey season begins at the end of January with the annual Employee Engagement Survey distribution. Once the survey closes, results will be sent to supervisors to analyze and create action plans to implement and share with their respective teams. The School Climate surveys for Parents, Staff, and Students will be distributed later.

TRANSPORTATION

Submitted by Kevin Greene, Executive Director of Transportation

The second-semester bus evacuation drills were conducted during the week of January 29, 2024. Evacuation Drills are an important part of the department's safety initiatives and a Florida Department of Education requirement. During the first six weeks of each semester, students who regularly ride a school bus and persons qualified to transport students participate in unannounced evacuation drills.

The drills are designed to familiarize students with evacuation procedures and their role in the event of an emergency. To pass the drill, staff and students must successfully exit the bus in under two minutes. Students are instructed to leave their personal belongings on the bus, and staff must exit the bus with the route book and their two-way radio. All buses passed the evacuation drill successfully on their first attempt.

At the end of December, the Transportation Department completed this year's 2nd quarter of the PBiS program. The themes represented for the 2nd quarter were *Perseverance and Success, Grit and Courage, and Cooperation and Gratitude*. One student from each Yellow Bus/SHOW route who exemplified these themes was chosen as a winner for the 2nd quarter. The students listed below are the 2nd quarter winners.

PBiS Quarter 2 Winners

Yellow Bus

- Route 20** - Erik Taylor
- Route 22** - Ezekiel Miller
- Route 23** - Cynthia Godbold
- Route 25** - Mlebinge Kitungano
- Route 26** - Maddisyn Johns
- Route 27** - Leela Poole-Osgood
- Route 29** - Raegan Spillers

SHOW Bus

- Route 1** - Chelcie Vilsaint
- Route 2** - Jasmine Curcio
- Route 3** - Daren Cason
- Route 4** - Benjamin Birdsong
- Route 5** - Juan Barrios
- Route 7** - Juana Juan-Andres
- Route 8** - Genesis Lock
- Route 9** - Lily James
- Route 10** - Jordan Wiley
- Route 12** - Derek Merced
- Route 13** - Senai Medhane

**Respectfully Submitted,
Julia Mintzer
Administrator of Business Services**



Performance Review

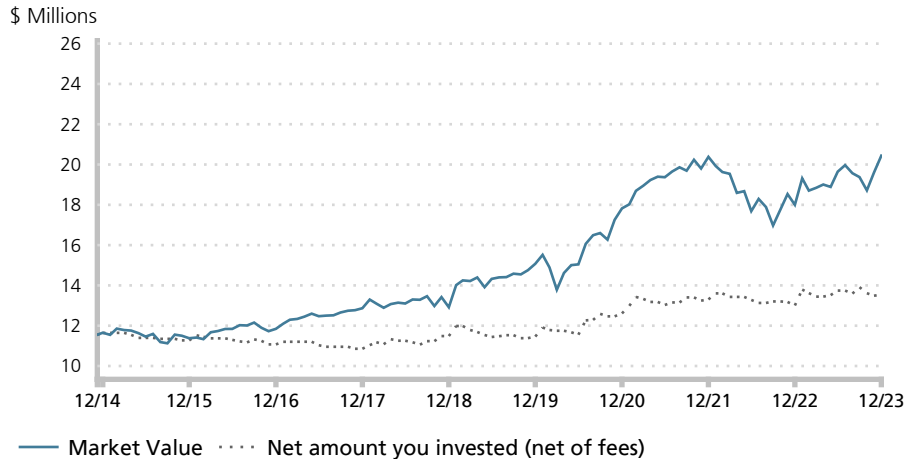
as of December 31, 2023

Consolidated report prepared for FSDB Endowment I

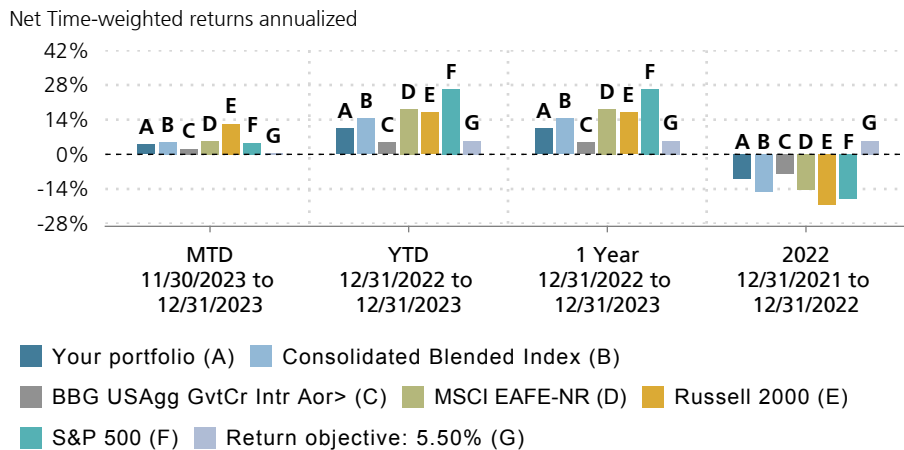
^ performance and account start dates differ (see disclosures)

| | |
|----------------------------------|-------------------------|
| NX XX181 ESG | NX XX187 Fixed Income |
| NX XX182 Small Cap | NX XX189 Fixed Income |
| NX XX183 ^ Board Of Trustees For | NX XX190 Global Focused |
| NX XX185 OEI | NX XX191 Div Ruler |
| NX XX186 MID CAP | NX XX407 ^ Fixed Income |

Sources of Portfolio Value



Portfolio and Selected Benchmark Returns



Portfolio Value and Investment Results

| | Performance returns (annualized > 1 year) | | | |
|--------------------------|---|------------------------------------|---------------------------------------|-------------------------------------|
| | MTD 11/30/2023 to 12/31/2023 | YTD 12/31/2022 to 12/31/2023 | 1 Year 12/31/2022 to 12/31/2023 | 2022 12/31/2021 to 12/31/2022 |
| Opening value | 19,602,259.94 | 17,999,902.34 | 17,999,902.34 | 20,380,179.16 |
| Net deposits/withdrawals | 56,314.18 | 434,520.34 | 434,520.34 | -403,435.85 |
| Div./interest income | 37,437.33 | 483,496.03 | 483,496.03 | 429,209.67 |
| Change in accr. interest | 13,407.59 | 16,935.31 | 16,935.31 | 11,824.46 |
| Change in value | 730,095.82 | 1,504,660.84 | 1,504,660.84 | -2,417,875.10 |
| Closing value | 20,439,514.85 | 20,439,514.85 | 20,439,514.85 | 17,999,902.34 |
| Net Time-weighted ROR | 3.98 | 10.40 | 10.40 | -10.00 |

Net deposits and withdrawals include program and account fees.

Time Weighted Rates of Return (Net of Fees)

| | Performance returns (annualized > 1 year) | | | |
|----------------------------|---|------------------------------------|---------------------------------------|-------------------------------------|
| | MTD 11/30/2023 to 12/31/2023 | YTD 12/31/2022 to 12/31/2023 | 1 Year 12/31/2022 to 12/31/2023 | 2022 12/31/2021 to 12/31/2022 |
| Your portfolio(%) | 3.98 | 10.40 | 10.40 | -10.00 |
| Consolidated Blended Index | 4.87 | 14.49 | 14.49 | -15.16 |
| BBG USAgg GvtCr Intr Aor> | 2.18 | 4.77 | 4.77 | -7.93 |
| MSCI EAFE-NR | 5.31 | 18.24 | 18.24 | -14.45 |
| Russell 2000 | 12.22 | 16.93 | 16.93 | -20.44 |
| S&P 500 | 4.54 | 26.29 | 26.29 | -18.11 |
| Return objective: 5.50% | 0.46 | 5.50 | 5.50 | 5.50 |

Consolidated Blended Index: Start - Current: 6% Russell 3000; 9% Russell 2500; 5% Russell 1000 Value; 5% Russell 1000 Growth; 14% Russell 1000; 12% MSCI EAFE-NR; 2% MSCI Emerg Mkt Gwth-NR; 2% BBG US Short TSY (1-3 M); 45% BBG USAgg GvtCr 5-10 Y

Past performance does not guarantee future results and current performance may be lower/higher than past data presented. Board of Trustees Meeting, February 23, 2024



| | | | |
|----------|-----------------------|----------|----------------|
| NX XX181 | ESG | NX XX187 | Fixed Income |
| NX XX182 | Small Cap | NX XX189 | Fixed Income |
| NX XX183 | Board Of Trustees For | NX XX190 | Global Focused |
| NX XX185 | OEI | NX XX191 | Div Ruler |
| NX XX186 | MID CAP | NX XX407 | Fixed Income |

Additional Information About Your Portfolio

as of December 31, 2023

Inception to date net time-weighted returns (annualized > 1 year)

| | Performance | Start date to | ITD |
|--------------|-------------|---------------|-------|
| | Start date | 12/31/2023 | |
| Consolidated | 12/08/2014 | | 5.22% |

Benchmark Composition

Consolidated

Blended Index

Start - Current: 6% Russell 3000; 9% Russell 2500; 5% Russell 1000 Value; 5% Russell 1000 Growth; 14% Russell 1000; 12% MSCI EAFE-NR; 2% MSCI Emerg Mkt Gwth-NR; 2% BBG US Short TSY (1-3 M); 45% BBG USAgg GvtCr 5-10 Y



Financial Markets Summary

as of December 31, 2023

Consolidated report prepared for FSDB Endowment I

| | | | |
|----------|-----------------------|----------|----------------|
| NX XX181 | ESG | NX XX187 | Fixed Income |
| NX XX182 | Small Cap | NX XX189 | Fixed Income |
| NX XX183 | Board Of Trustees For | NX XX190 | Global Focused |
| NX XX185 | OEI | NX XX191 | Div Ruler |
| NX XX186 | MID CAP | NX XX407 | Fixed Income |

| | | Quarter | 1 Year | 3 Year | 5 Year | 7 Year | 10 Year |
|--|---------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| | | 09/30/2023 to 12/31/2023 | 12/31/2022 to 12/31/2023 | 12/31/2020 to 12/31/2023 | 12/31/2018 to 12/31/2023 | 12/31/2016 to 12/31/2023 | 12/31/2013 to 12/31/2023 |
| Cash Alternatives | US Treasury Bill - 3 Mos | 1.38 | 5.14 | 2.21 | 1.87 | 1.71 | 1.23 |
| US - Fixed Income | BBG Agg Bond | 6.82 | 5.53 | -3.31 | 1.10 | 1.29 | 1.81 |
| | BBG Muni 1-10Y 1-12Y | 5.46 | 4.61 | 0.03 | 1.96 | 2.13 | 2.18 |
| | BBG Muni 5 Yr 4-6 TR | 5.22 | 4.31 | -0.28 | 1.75 | 1.94 | 1.87 |
| | BBG Muni 7 Yr 6-8 TR | 6.47 | 4.99 | -0.31 | 2.14 | 2.40 | 2.55 |
| | BBG Muni Bond | 7.89 | 6.40 | -0.40 | 2.25 | 2.56 | 3.03 |
| | BBG US Agg Gvt & CR 1-3 Y | 2.69 | 4.61 | 0.09 | 1.51 | 1.43 | 1.27 |
| | BBG US Gov/CorpInter TR | 4.56 | 5.24 | -1.63 | 1.59 | 1.56 | 1.72 |
| Global/International - Fixed Income | BBG GblAgg | 8.10 | 5.72 | -5.51 | -0.32 | 0.62 | 0.38 |
| | BBG GblAgg ex-USD | 9.21 | 5.72 | -7.21 | -1.56 | 0.00 | -0.79 |
| US Equity | Dow Jones Ind Avg | 13.09 | 16.18 | 9.38 | 12.47 | 12.10 | 11.07 |
| | NAREIT Equity | 17.98 | 11.36 | 5.70 | 7.58 | 5.99 | 7.95 |
| | NASDAQ Composite | 13.56 | 43.42 | 5.21 | 17.73 | 15.77 | 13.64 |
| | Russell 1000 | 11.96 | 26.53 | 8.97 | 15.51 | 13.21 | 11.80 |
| | Russell 1000 Growth | 14.16 | 42.68 | 8.86 | 19.49 | 17.67 | 14.85 |
| | Russell 1000 Value | 9.50 | 11.46 | 8.86 | 10.90 | 8.32 | 8.39 |
| | Russell 2000 | 14.03 | 16.93 | 2.22 | 9.97 | 7.33 | 7.15 |
| | Russell 2000 Growth | 12.75 | 18.66 | -3.50 | 9.22 | 8.07 | 7.16 |
| | Russell 2000 Value | 15.26 | 14.65 | 7.94 | 9.99 | 6.10 | 6.75 |
| | Russell 2500 | 13.35 | 17.42 | 4.24 | 11.67 | 8.98 | 8.36 |
| | Russell 3000 | 12.07 | 25.96 | 8.54 | 15.15 | 12.80 | 11.47 |
| | Russell Mid Cap | 12.82 | 17.23 | 5.92 | 12.67 | 10.07 | 9.42 |
| | Russell Mid Cap Growth | 14.55 | 25.87 | 1.31 | 13.81 | 12.48 | 10.56 |
| | Russell Mid Cap Value | 12.11 | 12.71 | 8.36 | 11.15 | 7.76 | 8.26 |
| | S&P 400 Mid Cap | 11.67 | 16.44 | 8.09 | 12.61 | 9.37 | 9.27 |
| | S&P 500 | 11.69 | 26.29 | 10.00 | 15.68 | 13.41 | 12.03 |
| Global/International - Equity | MSCI AC World - NR | 11.03 | 22.20 | 5.75 | 11.71 | 10.04 | 7.92 |
| | MSCI ACWI xUSA-NR | 9.75 | 15.62 | 1.55 | 7.08 | 6.33 | 3.83 |
| | MSCI EAFE-NR | 10.42 | 18.24 | 4.02 | 8.16 | 6.90 | 4.28 |



Financial Markets Summary

as of December 31, 2023 (continued)

Consolidated report prepared for FSDB Endowment I

| | | | |
|----------|-----------------------|----------|----------------|
| NX XX181 | ESG | NX XX187 | Fixed Income |
| NX XX182 | Small Cap | NX XX189 | Fixed Income |
| NX XX183 | Board Of Trustees For | NX XX190 | Global Focused |
| NX XX185 | OEI | NX XX191 | Div Ruler |
| NX XX186 | MID CAP | NX XX407 | Fixed Income |

| | Quarter | 1 Year | 3 Year | 5 Year | 7 Year | 10 Year |
|--------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| | 09/30/2023 to 12/31/2023 | 12/31/2022 to 12/31/2023 | 12/31/2020 to 12/31/2023 | 12/31/2018 to 12/31/2023 | 12/31/2016 to 12/31/2023 | 12/31/2013 to 12/31/2023 |
| MSCI Emerging Markets-NR | 7.86 | 9.83 | -5.08 | 3.68 | 4.98 | 2.66 |
| MSCI Emerging Markets-PR | 7.45 | 7.04 | -7.45 | 1.17 | 2.48 | 0.21 |
| MSCI World | 11.53 | 24.42 | 7.79 | 13.37 | 11.30 | 9.18 |
| Commodities | | | | | | |
| DJ UBS Commodity | -4.63 | -7.91 | 10.76 | 7.23 | 3.58 | -1.11 |
| Goldman Sachs Commodity | -10.73 | -4.27 | 19.18 | 8.71 | 4.75 | -3.60 |
| Non-Traditional | | | | | | |
| HFRI Equity Hedge | N/A | N/A | N/A | N/A | N/A | N/A |
| HFRI FOF Diversified | N/A | N/A | N/A | N/A | N/A | N/A |
| HFRX Eqty Hdg-EqMktNeu | 2.37 | 4.22 | 1.74 | -0.14 | -0.31 | 0.15 |
| HFRX Event Driven | 1.28 | 0.41 | -2.19 | 2.30 | 0.75 | 0.44 |
| Balanced | | | | | | |
| S&P 500 40% /BBG Agg 60% | 8.77 | 13.52 | 2.04 | 7.06 | 6.28 | 6.04 |
| S&P 500 50% /BBG Agg 50% | 9.25 | 15.58 | 3.38 | 8.52 | 7.50 | 7.07 |
| S&P 500 60% /BBG Agg 40% | 9.74 | 17.67 | 4.71 | 9.98 | 8.71 | 8.09 |
| Miscellaneous | | | | | | |
| Consumer Price Index | -0.24 | 3.45 | 5.64 | 4.09 | 3.49 | 2.79 |



Disclosures Applicable to Accounts at UBS Financial Services Inc.

This section contains important disclosures regarding the information and valuations presented here. All information presented is subject to change at any time and is provided only as of the date indicated. The information in this report is for informational purposes only and should not be relied upon as the basis of an investment or liquidation decision. UBS FS account statements and official tax documents are the only official record of your accounts and are not replaced, amended or superseded by any of the information presented in these reports. You should not rely on this information in making purchase or sell decisions, for tax purposes or otherwise.

UBS FS offers a number of investment advisory programs to clients, acting in our capacity as an investment adviser, including fee-based financial planning, discretionary account management, non-discretionary investment advisory programs, and advice on the selection of investment managers and mutual funds offered through our investment advisory programs. When we act as your investment adviser, we will have a written agreement with you expressly acknowledging our investment advisory relationship with you and describing our obligations to you. At the beginning of our advisory relationship, we will give you our Form ADV brochure(s) for the program(s) you selected that provides detailed information about, among other things, the advisory services we provide, our fees, our personnel, our other business activities and financial industry affiliations and conflicts between our interests and your interests.

In our attempt to provide you with the highest quality information available, we have compiled this report using data obtained from recognized statistical sources and authorities in the financial industry. While we believe this information to be reliable, we cannot make any representations regarding its accuracy or completeness. Please keep this guide as your Advisory Review.

Please keep in mind that most investment objectives are long term. Although it is important to evaluate your portfolio's performance over multiple time periods, we believe the greatest emphasis should be placed on the longer period returns.

Please review the report content carefully and contact your Financial Advisor with any questions.

Client Accounts: This report may include all assets in the accounts listed and may include eligible and ineligible assets in a fee-based program. Since ineligible assets are not considered fee-based program assets, the inclusion of such securities will distort the actual performance of your accounts and does not reflect the performance of your accounts in the fee-based program. As a result, the performance reflected in this report can vary substantially from the individual account performance reflected in the performance reports provided to you as part of those programs. For fee-based programs, fees are charged on the market value of eligible assets in the accounts and assessed quarterly in advance, prorated according to the number of calendar days in the billing period. When shown on a report, the risk profile and return objectives describe your overall goals for these accounts. For each account you maintain, you choose one return objective and a primary risk profile. If you have questions regarding these objectives or wish to change them, please contact your Financial Advisor to update your account records.

Performance: This report presents account activity and performance depending on which inception type you've chosen. The two options are: (1) All Assets (Since Performance Start): This presents performance for all assets since the earliest possible date; (2) Advisory Assets (Advisory Strategy Start) for individual advisory accounts: This presents Advisory level performance since the Latest Strategy Start date; If an account that has never been managed is included in the consolidated report, the total performance of that unmanaged account will be included since inception.

Time-weighted Returns for accounts / SWP/AAP sleeves (Monthly periods): The report displays a time weighted rate of return (TWR) that is calculated using the Modified Dietz Method. This calculation uses the beginning and ending portfolio values for the month and weighs each contribution/withdrawal based upon the day the cash flow occurred. Periods greater than one month are calculated by linking the monthly returns. The TWR gives equal weighting to every return regardless of amount of money invested, so it is an effective measure for returns on a fee based account. All periods shown which are greater than 12 months are annualized. This applies to all performance for all assets before 09/30/2010, Advisory assets before 12/31/2010 and SWP sleeves before 04/30/2018.

Time-weighted Returns for accounts / SWP/AAP sleeves (Daily periods): The report displays a time weighted rate of return (TWR) that is calculated by dividing the portfolio's daily gain/loss by the previous day's closing market value plus the net value of cash flows that occurred during the day, if it was positive. The TWR gives equal weighting to every return regardless of amount of money invested, so it is an effective measure for returns on a fee based account. Periods greater than one day are calculated by linking the daily returns. All periods shown which are greater than 12 months are annualized. For reports generated prior to 01/26/2018, the performance calculations used the account's end of day value on the performance inception (listed in the report under the column "ITD") and all cash flows were posted at end of day. As a result of the change, the overall rate of return (TWR) and beginning market value displayed can vary from prior generated reports. This applies to all performance for all assets on or after 09/30/2010, Advisory assets on or after 12/31/2010, SWP/AAP sleeves on or after 04/30/2018 as well as all Asset Class and Security level returns.

Money-weighted returns: Money-weighted return (MWR) is a measure of the rate of return for an asset or portfolio of assets. It is calculated by finding the daily Internal Rate of Return (IRR) for the period and then compounding this return by the number of days in the period being measured. The MWR incorporates the size and timing of cash flows, so it is an effective measure of returns on a portfolio.

Annualized Performance: All performance periods greater than one year are calculated (unless otherwise stated) on an annualized basis, which represents the return on an investment multiplied or divided to give a comparable one year return.

Cumulative Performance: A cumulative return is the aggregate amount that an investment has gained or lost over time, independent of the period of time involved.

Net of Fees and Gross of Fees Performance: Performance is presented on a "net of fees" and "gross of fees" basis, where indicated. Net returns do not reflect Program and wrap fees prior to 10/31/10 for accounts that are billed separately via invoice through a separate account billing arrangement. Gross returns do not reflect the deduction of fees, commissions or other charges. The payment of actual fees and expenses will reduce a client's return. The compound effect of such fees and expenses should be considered when reviewing returns. For example, the net effect of the deduction of fees on annualized performance, including the compounded effect over time, is determined by the relative size of the fee and the account's investment performance. It should also be noted that where gross returns are compared to an index, the index performance also does not reflect any transaction costs, which would lower the performance results. Market index data maybe subject to review and revision.

Benchmark/Major Indices: The past performance of an index is not a guarantee of future results. Any benchmark is shown for informational purposes only and relates to historical performance of market indices and not the performance of actual investments. Although most portfolios use indices as benchmarks, portfolios are actively managed and generally are not restricted to investing only in securities in the index. As a result, your



Disclosures Applicable to Accounts at UBS Financial Services Inc. *(continued)*

portfolio holdings and performance may vary substantially from the index. Each index reflects an unmanaged universe of securities without any deduction for advisory fees or other expenses that would reduce actual returns, as well as the reinvestment of all income and dividends. An actual investment in the securities included in the index would require an investor to incur transaction costs, which would lower the performance results. Indices are not actively managed and investors cannot invest directly in the indices. Market index data may be subject to review and revision. Further, there is no guarantee that an investor's account will meet or exceed the stated benchmark. Index performance information has been obtained from third parties deemed to be reliable. We have not independently verified this information, nor do we make any representations or warranties to the accuracy or completeness of this information.

Blended Index - For Advisory accounts, Blended Index is designed to reflect the asset categories in which your account is invested. For Brokerage accounts, you have the option to select any benchmark from the list.

For certain products, the blended index represents the investment style corresponding to your client target allocation. If you change your client target allocation, your blended index will change in step with your change to your client target allocation.

Blended Index 2 - 8 - are optional indices selected by you which may consist of a blend of indexes. For advisory accounts, these indices are for informational purposes only. Depending on the selection, the benchmark selected may not be an appropriate basis for comparison of your portfolio based on its holdings.

For strategies that are highly customized, such as Concentrated Equity Solutions (CES), benchmarks are broad market indices included for general reference and are not intended to show comparative market performance or potential portfolios with risk or return profiles similar to your account. Benchmark indices are shown for illustrative purposes only.

Custom Time Periods: If represented on this report, the performance start date and the performance end date have been selected by your Financial Advisor in order to provide performance and account activity information for your account for the specified period of time only. As a result, only a portion of your account's activity and performance information is presented in the performance report, and, therefore, presents a distorted representation of your account's activity and performance.

Net Deposits/Withdrawals: When shown on a report, this information represents the net value of all cash and securities contributions and withdrawals, program fees (including wrap fees) and other fees added to or subtracted from your accounts from the first day to the last day of the period. When fees are shown separately, net deposits / withdrawals does not include program fees (including wrap fees). When investment return is displayed net deposits / withdrawals does not include program fees (including wrap fees). For security contributions and withdrawals, securities are calculated using the end of day UBS FS price on the day securities are delivered in or out of the accounts. Wrap fees will be included in this calculation except when paid via an invoice or through a separate accounts billing arrangement. When shown on Client summary and/or Portfolio review report, program fees (including wrap fees) may not be included in net deposits/withdrawals. PACE Program fees paid from sources other than your PACE account are treated as a contribution. A PACE Program Fee rebate that is not reinvested is treated as a withdrawal.

Dividends/Interest: Dividend and interest earned, when shown on a report, does not include income on securities that have been lent out & does not reflect your account's tax status or reporting requirements. Use only official tax reporting documents (i.e. 1099) for tax reporting purposes. The classification of private investment distributions can only be determined by referring to the official year-end tax-reporting document

provided by the issuer.

Change in Accrued Interest: When shown on a report, this information represents the difference between the accrued interest at the beginning of the period from the accrued interest at the end of the period.

Change in Value: Represents the change in value of the portfolio during the reporting period, excluding additions/withdrawals, dividend and interest income earned and accrued interest. Change in Value may include program fees (including wrap fees) and other fees.

Fees: Fees represented in this report include program and wrap fees. Program and wrap fees prior to October 1, 2010 for accounts that are billed separately via invoice through a separate account billing arrangement are not included in this report.

Performance Start Date Changes: The Performance Start Date for accounts marked with a '^' have changed. Performance figures of an account with a changed Performance Start Date may not include the entire history of the account. The new Performance Start Date will generate performance returns and activity information for a shorter period than is available at UBS FS. As a result, the overall performance of these accounts may generate better performance than the period of time that would be included if the report used the inception date of the account. UBS FS recommends reviewing performance reports that use the inception date of the account because reports with longer time frames are usually more helpful when evaluating investment programs and strategies. Performance reports may include accounts with inception dates that precede the new Performance Start Date and will show performance and activity information from the earliest available inception date. The change in Performance Start Date may be the result of a performance gap due to a zero-balance that prevents the calculation of continuous returns from the inception of the account. The Performance Start Date may also change if an account has failed one of our performance data integrity tests. In such instances, the account will be labeled as 'Review Required' and performance prior to that failure will be restricted. Finally, the Performance Start Date will change if you have explicitly requested a performance restart. Please contact your Financial Advisor for additional details regarding your new Performance Start Date.

Closed Account Performance: Accounts that have been closed may be included in the consolidated performance report. When closed accounts are included in the consolidated report, the performance report will only include information for the time period the account was active during the consolidated performance reporting time period.

Important information on options-based strategies: Options involve risk and are not suitable for everyone. Prior to buying or selling an option investors must read a copy of the Characteristics & Risks of Standardized Options, also known as the options disclosure document (ODD). It explains the characteristics and risks of exchange traded options. The options risk disclosure document can be accessed at the following web address: www.optionsclearing.com/about/publications/character-risks.

Concentrated Equity Solutions (CES) managers are not involved in the selection of the underlying stock positions. The Manager will advise only on the options selection in order to pursue the strategy in connection with the underlying stock position(s) deposited in the account. It is important to keep this in mind when evaluating the manager's performance since the account's performance will include the performance of the underlying equity position that is not being managed. CES use options to seek to achieve your investment objectives regarding your concentration stock position. Options strategies change the potential return profile of your stock. In certain scenarios, such as call writing, the call position will limit your ability to participate in any potential increase in the underlying equity position upon which the call was written. Therefore, in some market conditions, particularly



Disclosures Applicable to Accounts at UBS Financial Services Inc. (continued)

during periods of significant appreciation of the underlying equity position(s), the CES account will decrease the performance that would have been achieved had the stock been held long without implementing the CES strategy.

Portfolio: For purposes of this report "portfolio" is defined as all of the accounts presented on the cover page or the header of this report and does not necessarily include all of the client's accounts held at UBS FS or elsewhere.

Pricing: All securities are priced using the closing price reported on the last business day preceding the date of this report. Every reasonable attempt has been made to accurately price securities; however, we make no warranty with respect to any security's price. Please refer to the back of the first page of your UBS FS account statement for important information regarding the pricing used for certain types of securities, the sources of pricing data and other qualifications concerning the pricing of securities. To determine the value of securities in your account, we generally rely on third party quotation services. If a price is unavailable or believed to be unreliable, we may determine the price in good faith and may use other sources such as the last recorded transaction. When securities are held at another custodian or if you hold illiquid or restricted securities for which there is no published price, we will generally rely on the value provided by the custodian or issuer of that security.

Ineligible Assets: We require that you hold and purchase only eligible managed assets in your advisory accounts. Please contact your Financial Advisor for a list of the eligible assets in your program. These reports may provide performance information for eligible and ineligible assets in a fee-based program. Since ineligible assets are not considered fee-based program assets, the inclusion of such securities will distort the actual performance of your advisory assets. As a result, the performance reflected in this report can vary substantially from the individual account performance reflected in the performance reports provided to you as part of those programs. For fee-based programs, fees are charged on the market value of eligible assets in the accounts and assessed quarterly in advance, prorated according to the number of calendar days in the billing period. Neither UBS nor your Financial Advisor will act as your investment adviser with respect to Ineligible Assets.

Variable Annuity Asset Allocation: If the option to unbundle a variable annuity is selected and if a variable annuity's holdings data is available, variable annuities will be classified by the asset class, subclass, and style breakdown for their underlying holdings. Where a variable annuity contains equity holdings from multiple equity sectors, this report will proportionately allocate the underlying holdings of the variable annuity to those sectors measured as a percentage of the total variable annuity's asset value as of the date shown.

This information is supplied by Morningstar, Inc. on a weekly basis to UBS FS based on data supplied by the variable annuity which may not be current. Portfolio holdings of variable annuities change on a regular (often daily) basis. Accordingly, any analysis that includes variable annuities may not accurately reflect the current composition of these variable annuities. If a variable annuity's underlying holding data is not available, it will remain classified as an annuity. All data is as of the date indicated in the report.

Accounts Included in this Report: The account listing may or may not include all of your accounts with UBS FS. The accounts included in this report are listed under the "Accounts included in this review" shown on the first page or listed at the top of each page. If the account is a donor advised fund account, the assets in those accounts are owned by the Sponsoring Charitable Organization, and not the donor. You and your financial advisor have procured the appropriate authorization to view the assets in the donor advised fund account. If an account number begins with "@" this denotes assets or liabilities held at other financial institutions. Information

about these assets, including valuation, account type and cost basis, is based on the information you provided to us, or provided to us by third party data aggregators or custodians at your direction. We have not verified, and are not responsible for, the accuracy or completeness of this information.

Account name(s) displayed in this report and labels used for groupings of accounts can be customizable "nicknames" chosen by you to assist you with your recordkeeping or may have been included by your financial advisor for reference purposes only. The names used have no legal effect, are not intended to reflect any strategy, product, recommendation, investment objective or risk profile associated with your accounts or any group of accounts, and are not a promise or guarantee that wealth, or any financial results, can or will be achieved. All investments involve the risk of loss, including the risk of loss of the entire investment.

For more information about account or group names, or to make changes, contact your Financial Advisor.

Account changes: At UBS, we are committed to helping you work toward your financial goals. So that we may continue providing you with financial advice that is consistent with your investment objectives, please consider the following two questions:

- 1) Have there been any changes to your financial situation or investment objectives?
 - 2) Would you like to implement or modify any restrictions regarding the management of your account?
- If the answer to either question is "yes," it is important that you contact your Financial Advisor as soon as possible to discuss these changes. For MAC advisory accounts, please contact your investment manager directly if you would like to impose or change any investment restrictions on your account.

ADV disclosure: A complimentary copy of our current Form ADV Disclosure Brochure that describes the advisory program and related fees is available through your Financial Advisor. Please contact your Financial Advisor if you have any questions.

Important information for former Piper Jaffray and McDonald Investments clients: As an accommodation to former Piper Jaffray and McDonald Investments clients, these reports include performance history for their Piper Jaffray accounts prior to August 12, 2006 and McDonald Investments accounts prior to February 9, 2007, the date the respective accounts were converted to UBS FS. UBS FS has not independently verified this information nor do we make any representations or warranties as to the accuracy or completeness of that information and will not be liable to you if any such information is unavailable, delayed or inaccurate.

For insurance, annuities, and 529 Plans, UBS FS relies on information obtained from third party services it believes to be reliable. UBS FS does not independently verify or guarantee the accuracy or validity of any information provided by third parties. Information for insurance, annuities, and 529 Plans that has been provided by a third party service may not reflect the quantity and market value as of the previous business day. When available, an "as of" date is included in the description.

Investors outside the U.S. are subject to securities and tax regulations within their applicable jurisdiction that are not addressed in this report. Nothing in this report shall be construed to be a solicitation to buy or offer to sell any security, product or service to any non-U.S. investor, nor shall any such security, product or service be solicited, offered or sold in any jurisdiction where such activity would be contrary to the securities laws or other local laws and regulations or would subject UBS to any registration requirement within such jurisdiction.

Performance History prior to the account's inception at UBS Financial Services, Inc. may have been included in this report and is based on data provided by third party sources. UBS Financial Services Inc. has not independently verified this information nor does UBS Financial Services Inc. guarantee the accuracy or validity of



Disclosures Applicable to Accounts at UBS Financial Services Inc. *(continued)*

the information.

Important information about brokerage and advisory services. As a firm providing wealth management services to clients, UBS Financial Services Inc. offers investment advisory services in its capacity as an SEC-registered investment adviser and brokerage services in its capacity as an SEC-registered broker-dealer. Investment advisory services and brokerage services are separate and distinct, differ in material ways and are governed by different laws and separate arrangements. It is important that clients understand the ways in which we conduct business, that they carefully read the agreements and disclosures that we provide to them about the products or services we offer. For more information, please review client relationship summary provided at ubs.com/relationshipsummary.

UBS Financial Services account protection

The Firm is a member of the Securities Investor Protection Corporation (SIPC), which protects securities customers of its members up to \$500,000 (including \$250,000 for claims for cash). Explanatory brochure available upon request or at www.sipc.org. The SIPC asset protection limits apply to all accounts that you hold in a particular capacity.

The Firm, together with certain affiliates, has also purchased supplemental insurance. The maximum amount payable to all eligible clients, collectively under this protection is \$500 million as of December 10, 2019. Subject to the policy conditions and limitations, cash at the Firm is further protected for up to \$1.9 million in the aggregate for all your accounts held in a particular capacity. A full copy of the policy wording is available upon request.

Neither the SIPC protection nor the supplemental protection apply to:

- Certain financial assets controlled by (and included in your account value) but held away from UBS Financial Services. For example certain (i) insurance products, including variable annuities, and (ii) shares of mutual funds registered in the name of the account holder on the books of the issuer or transfer agent);
- Investment contracts or investment interests (e.g., limited partnerships and private placements) that are not registered under the Securities Act of 1933;
- Commodities contracts (e.g., foreign exchange and precious metal contracts), including futures contracts and commodity option contracts;
- Securities on loan to UBS Financial Services; and
- Deposit accounts (except certificates of deposit) at UBS Bank USA, UBS AG U.S. branches and banks in the FDIC Insured Deposit Program.

The SIPC protection and the supplemental protection do not apply to these assets even if they otherwise appear on your statements. The SIPC protection and the supplemental protection do not protect against changes in the market value of your investments (whether as a result of market movement, issuer bankruptcy or otherwise).



Performance Review

as of December 31, 2023

Consolidated report prepared for FSDB Endowment II

^ performance and account start dates differ (see disclosures)

NX XX184 Invesco

NX XX519 F2 OEI

NX XX188 ^ Div Ruler 2

NX XX520 F2 Small Cap

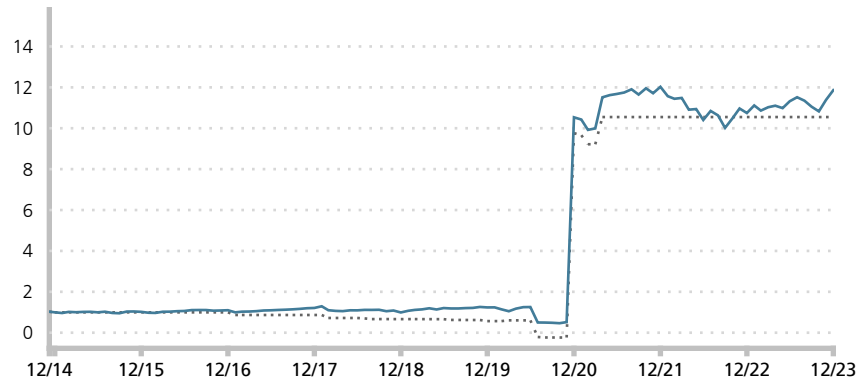
NX XX516 F2 Fixed Income

NX XX517 F2 ESG

NX XX518 F2 LT Themes

Sources of Portfolio Value

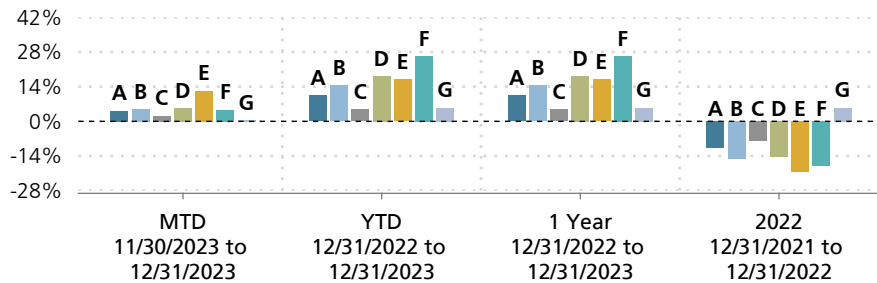
\$ Millions



— Market Value ···· Net amount you invested (net of fees)

Portfolio and Selected Benchmark Returns

Net Time-weighted returns annualized



■ Your portfolio (A) ■ Consolidated Blended Index (B)
 ■ BBG USAgg GvtCr Intr Aor> (C) ■ MSCI EAFE-NR (D) ■ Russell 2000 (E)
 ■ S&P 500 (F) ■ Return objective: 5.50% (G)

Portfolio Value and Investment Results

Performance returns (annualized > 1 year)

| | MTD 11/30/2023 to 12/31/2023 | YTD 12/31/2022 to 12/31/2023 | 1 Year 12/31/2022 to 12/31/2023 | 2022 12/31/2021 to 12/31/2022 |
|--------------------------|------------------------------------|------------------------------------|---------------------------------------|-------------------------------------|
| Opening value | 11,383,530.87 | 10,745,307.02 | 10,745,307.02 | 12,027,125.37 |
| Net deposits/withdrawals | 0.00 | -51,439.74 | -51,439.74 | -51,648.36 |
| Div./interest income | 21,294.42 | 277,169.78 | 277,169.78 | 256,387.50 |
| Change in accr. interest | 8,262.86 | 7,504.91 | 7,504.91 | 15,697.99 |
| Change in value | 449,045.31 | 883,591.48 | 883,591.48 | -1,502,255.48 |
| Closing value | 11,862,133.46 | 11,862,133.46 | 11,862,133.46 | 10,745,307.02 |
| Net Time-weighted ROR | 4.20 | 10.39 | 10.39 | -10.66 |

Net deposits and withdrawals include program and account fees.

Time Weighted Rates of Return (Net of Fees)

Performance returns (annualized > 1 year)

| | MTD 11/30/2023 to 12/31/2023 | YTD 12/31/2022 to 12/31/2023 | 1 Year 12/31/2022 to 12/31/2023 | 2022 12/31/2021 to 12/31/2022 |
|----------------------------|------------------------------------|------------------------------------|---------------------------------------|-------------------------------------|
| Your portfolio(%) | 4.20 | 10.39 | 10.39 | -10.66 |
| Consolidated Blended Index | 4.87 | 14.49 | 14.49 | -15.16 |
| BBG USAgg GvtCr Intr Aor> | 2.18 | 4.77 | 4.77 | -7.93 |
| MSCI EAFE-NR | 5.31 | 18.24 | 18.24 | -14.45 |
| Russell 2000 | 12.22 | 16.93 | 16.93 | -20.44 |
| S&P 500 | 4.54 | 26.29 | 26.29 | -18.11 |
| Return objective: 5.50% | 0.46 | 5.50 | 5.50 | 5.50 |

Consolidated Blended Index: Start - Current: 6% Russell 3000; 9% Russell 2500; 5% Russell 1000 Value; 5% Russell 1000 Growth; 14% Russell 1000; 12% MSCI EAFE-NR; 2% MSCI Emerg Mkt Gwth-NR; 2% BBG US Short TSY (1-3 M); 45% BBG USAgg GvtCr 5-10 Y

Past performance does not guarantee future results and current performance may be lower/higher than past data presented. Board of Trustees Meeting, February 23, 2024



Additional Information About Your Portfolio

as of December 31, 2023

Inception to date net time-weighted returns (annualized > 1 year)

| | Performance | Start date to | ITD |
|--------------|-------------|---------------|-------|
| | Start date | 12/31/2023 | |
| Consolidated | 12/08/2014 | | 8.53% |

Benchmark Composition

Consolidated

Blended Index

Start - Current: 6% Russell 3000; 9% Russell 2500; 5% Russell 1000 Value; 5% Russell 1000 Growth; 14% Russell 1000; 12% MSCI EAFE-NR; 2% MSCI Emerg Mkt Gwth-NR; 2% BBG US Short TSY (1-3 M); 45% BBG USAgg GvtCr 5-10 Y



Financial Markets Summary

as of December 31, 2023

Consolidated report prepared for FSDB Endowment II

NX XX184 Invesco
 NX XX188 Div Ruler 2
 NX XX516 F2 Fixed Income
 NX XX517 F2 ESG
 NX XX518 F2 LT Themes
 NX XX519 F2 OEI
 NX XX520 F2 Small Cap

| | | Quarter | 1 Year | 3 Year | 5 Year | 7 Year | 10 Year |
|--|---------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| | | 09/30/2023 to 12/31/2023 | 12/31/2022 to 12/31/2023 | 12/31/2020 to 12/31/2023 | 12/31/2018 to 12/31/2023 | 12/31/2016 to 12/31/2023 | 12/31/2013 to 12/31/2023 |
| Cash Alternatives | US Treasury Bill - 3 Mos | 1.38 | 5.14 | 2.21 | 1.87 | 1.71 | 1.23 |
| US - Fixed Income | BBG Agg Bond | 6.82 | 5.53 | -3.31 | 1.10 | 1.29 | 1.81 |
| | BBG Muni 1-10Y 1-12Y | 5.46 | 4.61 | 0.03 | 1.96 | 2.13 | 2.18 |
| | BBG Muni 5 Yr 4-6 TR | 5.22 | 4.31 | -0.28 | 1.75 | 1.94 | 1.87 |
| | BBG Muni 7 Yr 6-8 TR | 6.47 | 4.99 | -0.31 | 2.14 | 2.40 | 2.55 |
| | BBG Muni Bond | 7.89 | 6.40 | -0.40 | 2.25 | 2.56 | 3.03 |
| | BBG US Agg Gvt & CR 1-3 Y | 2.69 | 4.61 | 0.09 | 1.51 | 1.43 | 1.27 |
| | BBG US Gov/CorpInter TR | 4.56 | 5.24 | -1.63 | 1.59 | 1.56 | 1.72 |
| Global/International - Fixed Income | BBG GblAgg | 8.10 | 5.72 | -5.51 | -0.32 | 0.62 | 0.38 |
| | BBG GblAgg ex-USD | 9.21 | 5.72 | -7.21 | -1.56 | 0.00 | -0.79 |
| US Equity | Dow Jones Ind Avg | 13.09 | 16.18 | 9.38 | 12.47 | 12.10 | 11.07 |
| | NAREIT Equity | 17.98 | 11.36 | 5.70 | 7.58 | 5.99 | 7.95 |
| | NASDAQ Composite | 13.56 | 43.42 | 5.21 | 17.73 | 15.77 | 13.64 |
| | Russell 1000 | 11.96 | 26.53 | 8.97 | 15.51 | 13.21 | 11.80 |
| | Russell 1000 Growth | 14.16 | 42.68 | 8.86 | 19.49 | 17.67 | 14.85 |
| | Russell 1000 Value | 9.50 | 11.46 | 8.86 | 10.90 | 8.32 | 8.39 |
| | Russell 2000 | 14.03 | 16.93 | 2.22 | 9.97 | 7.33 | 7.15 |
| | Russell 2000 Growth | 12.75 | 18.66 | -3.50 | 9.22 | 8.07 | 7.16 |
| | Russell 2000 Value | 15.26 | 14.65 | 7.94 | 9.99 | 6.10 | 6.75 |
| | Russell 2500 | 13.35 | 17.42 | 4.24 | 11.67 | 8.98 | 8.36 |
| | Russell 3000 | 12.07 | 25.96 | 8.54 | 15.15 | 12.80 | 11.47 |
| | Russell Mid Cap | 12.82 | 17.23 | 5.92 | 12.67 | 10.07 | 9.42 |
| | Russell Mid Cap Growth | 14.55 | 25.87 | 1.31 | 13.81 | 12.48 | 10.56 |
| | Russell Mid Cap Value | 12.11 | 12.71 | 8.36 | 11.15 | 7.76 | 8.26 |
| | S&P 400 Mid Cap | 11.67 | 16.44 | 8.09 | 12.61 | 9.37 | 9.27 |
| | S&P 500 | 11.69 | 26.29 | 10.00 | 15.68 | 13.41 | 12.03 |
| Global/International - Equity | MSCI AC World - NR | 11.03 | 22.20 | 5.75 | 11.71 | 10.04 | 7.92 |
| | MSCI ACWI xUSA-NR | 9.75 | 15.62 | 1.55 | 7.08 | 6.33 | 3.83 |
| | MSCI EAFE-NR | 10.42 | 18.24 | 4.02 | 8.16 | 6.90 | 4.28 |



Financial Markets Summary

as of December 31, 2023 (continued)

| | Quarter | 1 Year | 3 Year | 5 Year | 7 Year | 10 Year |
|--------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| | 09/30/2023 to 12/31/2023 | 12/31/2022 to 12/31/2023 | 12/31/2020 to 12/31/2023 | 12/31/2018 to 12/31/2023 | 12/31/2016 to 12/31/2023 | 12/31/2013 to 12/31/2023 |
| MSCI Emerging Markets-NR | 7.86 | 9.83 | -5.08 | 3.68 | 4.98 | 2.66 |
| MSCI Emerging Markets-PR | 7.45 | 7.04 | -7.45 | 1.17 | 2.48 | 0.21 |
| MSCI World | 11.53 | 24.42 | 7.79 | 13.37 | 11.30 | 9.18 |
| Commodities | | | | | | |
| DJ UBS Commodity | -4.63 | -7.91 | 10.76 | 7.23 | 3.58 | -1.11 |
| Goldman Sachs Commodity | -10.73 | -4.27 | 19.18 | 8.71 | 4.75 | -3.60 |
| Non-Traditional | | | | | | |
| HFR1 Equity Hedge | N/A | N/A | N/A | N/A | N/A | N/A |
| HFR1 FOF Diversified | N/A | N/A | N/A | N/A | N/A | N/A |
| HFRX Eqty Hdg-EqMktNeu | 2.37 | 4.22 | 1.74 | -0.14 | -0.31 | 0.15 |
| HFRX Event Driven | 1.28 | 0.41 | -2.19 | 2.30 | 0.75 | 0.44 |
| Balanced | | | | | | |
| S&P 500 40% /BBG Agg 60% | 8.77 | 13.52 | 2.04 | 7.06 | 6.28 | 6.04 |
| S&P 500 50% /BBG Agg 50% | 9.25 | 15.58 | 3.38 | 8.52 | 7.50 | 7.07 |
| S&P 500 60% /BBG Agg 40% | 9.74 | 17.67 | 4.71 | 9.98 | 8.71 | 8.09 |
| Miscellaneous | | | | | | |
| Consumer Price Index | -0.24 | 3.45 | 5.64 | 4.09 | 3.49 | 2.79 |



Disclosures Applicable to Accounts at UBS Financial Services Inc.

This section contains important disclosures regarding the information and valuations presented here. All information presented is subject to change at any time and is provided only as of the date indicated. The information in this report is for informational purposes only and should not be relied upon as the basis of an investment or liquidation decision. UBS FS account statements and official tax documents are the only official record of your accounts and are not replaced, amended or superseded by any of the information presented in these reports. You should not rely on this information in making purchase or sell decisions, for tax purposes or otherwise.

UBS FS offers a number of investment advisory programs to clients, acting in our capacity as an investment adviser, including fee-based financial planning, discretionary account management, non-discretionary investment advisory programs, and advice on the selection of investment managers and mutual funds offered through our investment advisory programs. When we act as your investment adviser, we will have a written agreement with you expressly acknowledging our investment advisory relationship with you and describing our obligations to you. At the beginning of our advisory relationship, we will give you our Form ADV brochure(s) for the program(s) you selected that provides detailed information about, among other things, the advisory services we provide, our fees, our personnel, our other business activities and financial industry affiliations and conflicts between our interests and your interests.

In our attempt to provide you with the highest quality information available, we have compiled this report using data obtained from recognized statistical sources and authorities in the financial industry. While we believe this information to be reliable, we cannot make any representations regarding its accuracy or completeness. Please keep this guide as your Advisory Review.

Please keep in mind that most investment objectives are long term. Although it is important to evaluate your portfolio's performance over multiple time periods, we believe the greatest emphasis should be placed on the longer period returns.

Please review the report content carefully and contact your Financial Advisor with any questions.

Client Accounts: This report may include all assets in the accounts listed and may include eligible and ineligible assets in a fee-based program. Since ineligible assets are not considered fee-based program assets, the inclusion of such securities will distort the actual performance of your accounts and does not reflect the performance of your accounts in the fee-based program. As a result, the performance reflected in this report can vary substantially from the individual account performance reflected in the performance reports provided to you as part of those programs. For fee-based programs, fees are charged on the market value of eligible assets in the accounts and assessed quarterly in advance, prorated according to the number of calendar days in the billing period. When shown on a report, the risk profile and return objectives describe your overall goals for these accounts. For each account you maintain, you choose one return objective and a primary risk profile. If you have questions regarding these objectives or wish to change them, please contact your Financial Advisor to update your account records.

Performance: This report presents account activity and performance depending on which inception type you've chosen. The two options are: (1) All Assets (Since Performance Start): This presents performance for all assets since the earliest possible date; (2) Advisory Assets (Advisory Strategy Start) for individual advisory accounts: This presents Advisory level performance since the Latest Strategy Start date; If an account that has never been managed is included in the consolidated report, the total performance of that unmanaged account will be included since inception.

Time-weighted Returns for accounts / SWP/AAP sleeves (Monthly periods): The report displays a time weighted rate of return (TWR) that is calculated using the Modified Dietz Method. This calculation uses the beginning and ending portfolio values for the month and weighs each contribution/withdrawal based upon the day the cash flow occurred. Periods greater than one month are calculated by linking the monthly returns. The TWR gives equal weighting to every return regardless of amount of money invested, so it is an effective measure for returns on a fee based account. All periods shown which are greater than 12 months are annualized. This applies to all performance for all assets before 09/30/2010, Advisory assets before 12/31/2010 and SWP sleeves before 04/30/2018.

Time-weighted Returns for accounts / SWP/AAP sleeves (Daily periods): The report displays a time weighted rate of return (TWR) that is calculated by dividing the portfolio's daily gain/loss by the previous day's closing market value plus the net value of cash flows that occurred during the day, if it was positive. The TWR gives equal weighting to every return regardless of amount of money invested, so it is an effective measure for returns on a fee based account. Periods greater than one day are calculated by linking the daily returns. All periods shown which are greater than 12 months are annualized. For reports generated prior to 01/26/2018, the performance calculations used the account's end of day value on the performance inception (listed in the report under the column "ITD") and all cash flows were posted at end of day. As a result of the change, the overall rate of return (TWR) and beginning market value displayed can vary from prior generated reports. This applies to all performance for all assets on or after 09/30/2010, Advisory assets on or after 12/31/2010, SWP/AAP sleeves on or after 04/30/2018 as well as all Asset Class and Security level returns.

Money-weighted returns: Money-weighted return (MWR) is a measure of the rate of return for an asset or portfolio of assets. It is calculated by finding the daily Internal Rate of Return (IRR) for the period and then compounding this return by the number of days in the period being measured. The MWR incorporates the size and timing of cash flows, so it is an effective measure of returns on a portfolio.

Annualized Performance: All performance periods greater than one year are calculated (unless otherwise stated) on an annualized basis, which represents the return on an investment multiplied or divided to give a comparable one year return.

Cumulative Performance: A cumulative return is the aggregate amount that an investment has gained or lost over time, independent of the period of time involved.

Net of Fees and Gross of Fees Performance: Performance is presented on a "net of fees" and "gross of fees" basis, where indicated. Net returns do not reflect Program and wrap fees prior to 10/31/10 for accounts that are billed separately via invoice through a separate account billing arrangement. Gross returns do not reflect the deduction of fees, commissions or other charges. The payment of actual fees and expenses will reduce a client's return. The compound effect of such fees and expenses should be considered when reviewing returns. For example, the net effect of the deduction of fees on annualized performance, including the compounded effect over time, is determined by the relative size of the fee and the account's investment performance. It should also be noted that where gross returns are compared to an index, the index performance also does not reflect any transaction costs, which would lower the performance results. Market index data maybe subject to review and revision.

Benchmark/Major Indices: The past performance of an index is not a guarantee of future results. Any benchmark is shown for informational purposes only and relates to historical performance of market indices and not the performance of actual investments. Although most portfolios use indices as benchmarks, portfolios are actively managed and generally are not restricted to investing only in securities in the index. As a result, your



Disclosures Applicable to Accounts at UBS Financial Services Inc. *(continued)*

portfolio holdings and performance may vary substantially from the index. Each index reflects an unmanaged universe of securities without any deduction for advisory fees or other expenses that would reduce actual returns, as well as the reinvestment of all income and dividends. An actual investment in the securities included in the index would require an investor to incur transaction costs, which would lower the performance results. Indices are not actively managed and investors cannot invest directly in the indices. Market index data may be subject to review and revision. Further, there is no guarantee that an investor's account will meet or exceed the stated benchmark. Index performance information has been obtained from third parties deemed to be reliable. We have not independently verified this information, nor do we make any representations or warranties to the accuracy or completeness of this information.

Blended Index - For Advisory accounts, Blended Index is designed to reflect the asset categories in which your account is invested. For Brokerage accounts, you have the option to select any benchmark from the list.

For certain products, the blended index represents the investment style corresponding to your client target allocation. If you change your client target allocation, your blended index will change in step with your change to your client target allocation.

Blended Index 2 - 8 - are optional indices selected by you which may consist of a blend of indexes. For advisory accounts, these indices are for informational purposes only. Depending on the selection, the benchmark selected may not be an appropriate basis for comparison of your portfolio based on its holdings.

For strategies that are highly customized, such as Concentrated Equity Solutions (CES), benchmarks are broad market indices included for general reference and are not intended to show comparative market performance or potential portfolios with risk or return profiles similar to your account. Benchmark indices are shown for illustrative purposes only.

Custom Time Periods: If represented on this report, the performance start date and the performance end date have been selected by your Financial Advisor in order to provide performance and account activity information for your account for the specified period of time only. As a result, only a portion of your account's activity and performance information is presented in the performance report, and, therefore, presents a distorted representation of your account's activity and performance.

Net Deposits/Withdrawals: When shown on a report, this information represents the net value of all cash and securities contributions and withdrawals, program fees (including wrap fees) and other fees added to or subtracted from your accounts from the first day to the last day of the period. When fees are shown separately, net deposits / withdrawals does not include program fees (including wrap fees). When investment return is displayed net deposits / withdrawals does not include program fees (including wrap fees). For security contributions and withdrawals, securities are calculated using the end of day UBS FS price on the day securities are delivered in or out of the accounts. Wrap fees will be included in this calculation except when paid via an invoice or through a separate accounts billing arrangement. When shown on Client summary and/or Portfolio review report, program fees (including wrap fees) may not be included in net deposits/withdrawals. PACE Program fees paid from sources other than your PACE account are treated as a contribution. A PACE Program Fee rebate that is not reinvested is treated as a withdrawal.

Dividends/Interest: Dividend and interest earned, when shown on a report, does not include income on securities that have been lent out & does not reflect your account's tax status or reporting requirements. Use only official tax reporting documents (i.e. 1099) for tax reporting purposes. The classification of private investment distributions can only be determined by referring to the official year-end tax-reporting document

provided by the issuer.

Change in Accrued Interest: When shown on a report, this information represents the difference between the accrued interest at the beginning of the period from the accrued interest at the end of the period.

Change in Value: Represents the change in value of the portfolio during the reporting period, excluding additions/withdrawals, dividend and interest income earned and accrued interest. Change in Value may include program fees (including wrap fees) and other fees.

Fees: Fees represented in this report include program and wrap fees. Program and wrap fees prior to October 1, 2010 for accounts that are billed separately via invoice through a separate account billing arrangement are not included in this report.

Performance Start Date Changes: The Performance Start Date for accounts marked with a '^' have changed. Performance figures of an account with a changed Performance Start Date may not include the entire history of the account. The new Performance Start Date will generate performance returns and activity information for a shorter period than is available at UBS FS. As a result, the overall performance of these accounts may generate better performance than the period of time that would be included if the report used the inception date of the account. UBS FS recommends reviewing performance reports that use the inception date of the account because reports with longer time frames are usually more helpful when evaluating investment programs and strategies. Performance reports may include accounts with inception dates that precede the new Performance Start Date and will show performance and activity information from the earliest available inception date. The change in Performance Start Date may be the result of a performance gap due to a zero-balance that prevents the calculation of continuous returns from the inception of the account. The Performance Start Date may also change if an account has failed one of our performance data integrity tests. In such instances, the account will be labeled as 'Review Required' and performance prior to that failure will be restricted. Finally, the Performance Start Date will change if you have explicitly requested a performance restart. Please contact your Financial Advisor for additional details regarding your new Performance Start Date.

Closed Account Performance: Accounts that have been closed may be included in the consolidated performance report. When closed accounts are included in the consolidated report, the performance report will only include information for the time period the account was active during the consolidated performance reporting time period.

Important information on options-based strategies: Options involve risk and are not suitable for everyone. Prior to buying or selling an option investors must read a copy of the Characteristics & Risks of Standardized Options, also known as the options disclosure document (ODD). It explains the characteristics and risks of exchange traded options. The options risk disclosure document can be accessed at the following web address: www.optionsclearing.com/about/publications/character-risks.

Concentrated Equity Solutions (CES) managers are not involved in the selection of the underlying stock positions. The Manager will advise only on the options selection in order to pursue the strategy in connection with the underlying stock position(s) deposited in the account. It is important to keep this in mind when evaluating the manager's performance since the account's performance will include the performance of the underlying equity position that is not being managed. CES use options to seek to achieve your investment objectives regarding your concentration stock position. Options strategies change the potential return profile of your stock. In certain scenarios, such as call writing, the call position will limit your ability to participate in any potential increase in the underlying equity position upon which the call was written. Therefore, in some market conditions, particularly



Disclosures Applicable to Accounts at UBS Financial Services Inc. *(continued)*

during periods of significant appreciation of the underlying equity position(s), the CES account will decrease the performance that would have been achieved had the stock been held long without implementing the CES strategy.

Portfolio: For purposes of this report "portfolio" is defined as all of the accounts presented on the cover page or the header of this report and does not necessarily include all of the client's accounts held at UBS FS or elsewhere.

Pricing: All securities are priced using the closing price reported on the last business day preceding the date of this report. Every reasonable attempt has been made to accurately price securities; however, we make no warranty with respect to any security's price. Please refer to the back of the first page of your UBS FS account statement for important information regarding the pricing used for certain types of securities, the sources of pricing data and other qualifications concerning the pricing of securities. To determine the value of securities in your account, we generally rely on third party quotation services. If a price is unavailable or believed to be unreliable, we may determine the price in good faith and may use other sources such as the last recorded transaction. When securities are held at another custodian or if you hold illiquid or restricted securities for which there is no published price, we will generally rely on the value provided by the custodian or issuer of that security.

Ineligible Assets: We require that you hold and purchase only eligible managed assets in your advisory accounts. Please contact your Financial Advisor for a list of the eligible assets in your program. These reports may provide performance information for eligible and ineligible assets in a fee-based program. Since ineligible assets are not considered fee-based program assets, the inclusion of such securities will distort the actual performance of your advisory assets. As a result, the performance reflected in this report can vary substantially from the individual account performance reflected in the performance reports provided to you as part of those programs. For fee-based programs, fees are charged on the market value of eligible assets in the accounts and assessed quarterly in advance, prorated according to the number of calendar days in the billing period. Neither UBS nor your Financial Advisor will act as your investment adviser with respect to Ineligible Assets.

Variable Annuity Asset Allocation: If the option to unbundle a variable annuity is selected and if a variable annuity's holdings data is available, variable annuities will be classified by the asset class, subclass, and style breakdown for their underlying holdings. Where a variable annuity contains equity holdings from multiple equity sectors, this report will proportionately allocate the underlying holdings of the variable annuity to those sectors measured as a percentage of the total variable annuity's asset value as of the date shown.

This information is supplied by Morningstar, Inc. on a weekly basis to UBS FS based on data supplied by the variable annuity which may not be current. Portfolio holdings of variable annuities change on a regular (often daily) basis. Accordingly, any analysis that includes variable annuities may not accurately reflect the current composition of these variable annuities. If a variable annuity's underlying holding data is not available, it will remain classified as an annuity. All data is as of the date indicated in the report.

Accounts Included in this Report: The account listing may or may not include all of your accounts with UBS FS. The accounts included in this report are listed under the "Accounts included in this review" shown on the first page or listed at the top of each page. If the account is a donor advised fund account, the assets in those accounts are owned by the Sponsoring Charitable Organization, and not the donor. You and your financial advisor have procured the appropriate authorization to view the assets in the donor advised fund account. If an account number begins with "@" this denotes assets or liabilities held at other financial institutions. Information

about these assets, including valuation, account type and cost basis, is based on the information you provided to us, or provided to us by third party data aggregators or custodians at your direction. We have not verified, and are not responsible for, the accuracy or completeness of this information.

Account name(s) displayed in this report and labels used for groupings of accounts can be customizable "nicknames" chosen by you to assist you with your recordkeeping or may have been included by your financial advisor for reference purposes only. The names used have no legal effect, are not intended to reflect any strategy, product, recommendation, investment objective or risk profile associated with your accounts or any group of accounts, and are not a promise or guarantee that wealth, or any financial results, can or will be achieved. All investments involve the risk of loss, including the risk of loss of the entire investment.

For more information about account or group names, or to make changes, contact your Financial Advisor.

Account changes: At UBS, we are committed to helping you work toward your financial goals. So that we may continue providing you with financial advice that is consistent with your investment objectives, please consider the following two questions:

- 1) Have there been any changes to your financial situation or investment objectives?
 - 2) Would you like to implement or modify any restrictions regarding the management of your account?
- If the answer to either question is "yes," it is important that you contact your Financial Advisor as soon as possible to discuss these changes. For MAC advisory accounts, please contact your investment manager directly if you would like to impose or change any investment restrictions on your account.

ADV disclosure: A complimentary copy of our current Form ADV Disclosure Brochure that describes the advisory program and related fees is available through your Financial Advisor. Please contact your Financial Advisor if you have any questions.

Important information for former Piper Jaffray and McDonald Investments clients: As an accommodation to former Piper Jaffray and McDonald Investments clients, these reports include performance history for their Piper Jaffray accounts prior to August 12, 2006 and McDonald Investments accounts prior to February 9, 2007, the date the respective accounts were converted to UBS FS. UBS FS has not independently verified this information nor do we make any representations or warranties as to the accuracy or completeness of that information and will not be liable to you if any such information is unavailable, delayed or inaccurate.

For insurance, annuities, and 529 Plans, UBS FS relies on information obtained from third party services it believes to be reliable. UBS FS does not independently verify or guarantee the accuracy or validity of any information provided by third parties. Information for insurance, annuities, and 529 Plans that has been provided by a third party service may not reflect the quantity and market value as of the previous business day. When available, an "as of" date is included in the description.

Investors outside the U.S. are subject to securities and tax regulations within their applicable jurisdiction that are not addressed in this report. Nothing in this report shall be construed to be a solicitation to buy or offer to sell any security, product or service to any non-U.S. investor, nor shall any such security, product or service be solicited, offered or sold in any jurisdiction where such activity would be contrary to the securities laws or other local laws and regulations or would subject UBS to any registration requirement within such jurisdiction.

Performance History prior to the account's inception at UBS Financial Services, Inc. may have been included in this report and is based on data provided by third party sources. UBS Financial Services Inc. has not independently verified this information nor does UBS Financial Services Inc. guarantee the accuracy or validity of



Disclosures Applicable to Accounts at UBS Financial Services Inc. *(continued)*

the information.

Important information about brokerage and advisory services. As a firm providing wealth management services to clients, UBS Financial Services Inc. offers investment advisory services in its capacity as an SEC-registered investment adviser and brokerage services in its capacity as an SEC-registered broker-dealer. Investment advisory services and brokerage services are separate and distinct, differ in material ways and are governed by different laws and separate arrangements. It is important that clients understand the ways in which we conduct business, that they carefully read the agreements and disclosures that we provide to them about the products or services we offer. For more information, please review client relationship summary provided at ubs.com/relationshipsummary.

UBS Financial Services account protection

The Firm is a member of the Securities Investor Protection Corporation (SIPC), which protects securities customers of its members up to \$500,000 (including \$250,000 for claims for cash). Explanatory brochure available upon request or at www.sipc.org. The SIPC asset protection limits apply to all accounts that you hold in a particular capacity.

The Firm, together with certain affiliates, has also purchased supplemental insurance. The maximum amount payable to all eligible clients, collectively under this protection is \$500 million as of December 10, 2019. Subject to the policy conditions and limitations, cash at the Firm is further protected for up to \$1.9 million in the aggregate for all your accounts held in a particular capacity. A full copy of the policy wording is available upon request.

Neither the SIPC protection nor the supplemental protection apply to:

- Certain financial assets controlled by (and included in your account value) but held away from UBS Financial Services. For example certain (i) insurance products, including variable annuities, and (ii) shares of mutual funds registered in the name of the account holder on the books of the issuer or transfer agent);
- Investment contracts or investment interests (e.g., limited partnerships and private placements) that are not registered under the Securities Act of 1933;
- Commodities contracts (e.g., foreign exchange and precious metal contracts), including futures contracts and commodity option contracts;
- Securities on loan to UBS Financial Services; and
- Deposit accounts (except certificates of deposit) at UBS Bank USA, UBS AG U.S. branches and banks in the FDIC Insured Deposit Program.

The SIPC protection and the supplemental protection do not apply to these assets even if they otherwise appear on your statements. The SIPC protection and the supplemental protection do not protect against changes in the market value of your investments (whether as a result of market movement, issuer bankruptcy or otherwise).



FSDB Ski & Winter Sports Club

Once again, the FSDB Ski & Winter Sports Club traveled to Whitefish, Montana, for our annual ski trip in January. The students who participated in this year's ski trip were Niklas Ham, Dwayne Lewis, Logan Cake, Hussam Itani, Jonathan Rodriguez, Gabe Kramer, Savannah Lindberg, Sophia Ouellette, Alexis Ray, and Serenity Brown. Each student worked hard to solidify their spot on the trip through monthly workouts, attending meetings, completing an interview, writing thank you letters, participating in extracurricular activities, and displaying excellent grades and behavior. Each student had the opportunity to experience Alpine skiing, Nordic skiing, ice skating, snowshoeing, sledding, playing in the snow, and sleigh rides with Clydesdale horses. Each student had a fantastic time learning about the different winter sports and surpassed many of their personal goals regarding each sport.

We were so excited to have a full day and a half of Alpine skiing. By having the extra full day of skiing, the students had the time to focus on their skills and advance farther in their abilities to ski downhill. Each student was highly impressed by their DREAM Adaptive Ski Instructors. Many of the students raved about how their instructors took the time to show them the equipment, provided excellent descriptions of the equipment and skills they were learning, and ensured that they were comfortable with the pace of learning each of the new skills. We hope that next year, we can obtain two full days of skiing with DREAM Adaptive. We had beautiful weather, which included a couple of days of snow. The students had so much fun playing in the snow, making snow angels, and learning how to navigate through the snow with their canes. We are counting the days until our next adventure to Whitefish, Montana!

Jen Enache – Orientation and Mobility Specialist and Club Sponsor

Music Department Honored

Each year, the Florida Music Educators Association hosts a professional development workshop for music teachers in Florida. It's a place where music teachers can focus on their craft, discuss teaching strategies, and learn about new techniques and materials. This year, Mrs. Costello and Mrs. Wohl were invited to speak to their colleagues about creating an accessible classroom for blind and visually impaired students. They also attended several workshops on subjects, including improvisation choral warm-ups, and met Quaver from the Quaver Curriculum used in the elementary school. Quaver even left a voice memo specifically for our students at FSDB!

While at the workshop, Florida School for the Deaf and the Blind - Blind High School was recognized as the top Enrollment school in the state! They were recognized at an awards ceremony and again at a State Board Meeting. This award was earned with special thanks to our MANY students, who have chosen to enroll in the music department, and to Mrs. Bogue and Mr. Cosgrove for their support of the music department. They received a beautiful crystal award inscribed with the following:

The Florida Music Education Association presents the 2024-2025 Secondary Music Enrollment Award: Awarded to Blind High School - 81%

Principal: Carol Bogue

Music Educators: Leslie Costello, Laurie Wohl
We sincerely thank all of you for supporting the arts at FSDB.
Laurie Wohl – Music Teacher

Step Right Up!

On Wednesday, January 24, the blind high school class 2024 hosted the annual BHS Carnival in the Bryant/Gibbs Courtyard. The carnival occurred from 6-9 pm under beautiful clear skies and a near-full moon. Students, staff, and families enjoyed all sorts of carnival treats and adventures planned and executed by the Seniors and their sponsors. Carnival activities and concessions were created and run by the seniors and volunteer staff members.

Some activity booths included Cakewalk, Bounce House, Striker (Hammer-ring the bell), Soda Toss, Face Painting, and Pie the Teacher! Students purchased a wristband for unlimited fun and games, and all students in the blind department were gifted a \$4 food voucher courtesy of the FSDB blind alumni. Food concessions included pizza from Marco's pizza, hot dogs, soda, and water. Students also had the opportunity to purchase funnel cakes, popcorn, cotton candy, snow cones, and hot cocoa!

When students were asked what their favorite part of the night was, they answered:

"The cheddar popcorn!"

"The cakewalk! I loved the music."

"The bounce house! 100%"

"We loved the colorful lights around the courtyard!"

"Hanging out with my friends!"

Everyone who attended had a fun night and a favorite game or booth! Even the seniors working had a favorite memory of their booth! It was a fantastic night of fun, fantasy, and festivities!

Laurie Wohl – Music Teacher and Senior Sponsor

Orientation and Mobility Trip to The University of North Florida

On 01/31/24, Nineteen Seniors took part in an orientation and mobility trip to the University of North Florida. The students had the opportunity to tour the campus, learn facts about UNF, and better understand the daily life of a college student. Throughout the day, the students had opportunities to practice skills they had learned, including riding a city bus around campus. The students met and spoke with FSDB alumni currently attending UNF, and they asked questions about college life, including dorm life and academics.

Tim Puch - Orientation and Mobility Specialist

Blind High Students Support Rising Eighth Graders

Students from the Blind High School Leadership Council spoke with the 8th graders about high school life. Information about classes, dorms, teachers, attendance requirements, and extracurricular activities was shared. The most important advice given by the high school students is self-advocacy! The high school students stressed the need to be informed about class schedules, credits needed, college readiness, testing dates, and dual enrollment. They explained that advocating for desired schedules and learning needs is imperative in high school. The eighth-grade students asked questions about schedules, dorm requirements, credits, and homework. They learned that they would be in control of their time management, and it would be the student's

responsibility to wake up in the morning and go to class on time. With greater independence comes greater responsibility!

Edith Stein – Middle School Social Studies Teacher

Positive Behavior Intervention and Supports Updates

The Real World---Supporting our children as they transition into adulthood...

On February 16, FSDB Families of Deaf and Blind Students (6th grade and above) gathered to learn about self-determination, graduation requirements, and assessments, student opportunities for higher education, vocational training and workforce entry, and diploma deferral and continuing education options. A variety of resources and agency connections were also presented. Our School Counselors and the Off-Campus Deaf Department Academic Coordinator presented the information.

Character Education

During February, each school and dorm area will emphasize and provide learning opportunities on "Building Resilience: Critical Thinking & Problem Solving." The related talking points for February include:

- Gathering information to think through and determine the best choice.
- Coming to a solution through working together.
- Be open-minded.
- Listen to others.
- Treat others fairly.

Building Healthy Relationships: Preventing Teen Dating Violence and Abuse

During February, Deaf and Blind Students from grades 6 through Continuing Ed participated in a presentation on how to build healthy relationships and how to define, identify, respond to, and prevent teen dating violence and abuse. Staff members shared with students that this may be a sensitive topic, and they encouraged respect as the topic was discussed. The origin of the Teen Dating Violence and Abuse Laws and the Lindsay Ann Burke are discussed. Students learned about different types of relationships and the components of a healthy relationship. Warning signs of an unhealthy relationship are addressed--- related to Emotional Abuse/Verbal Abuse, Physical Abuse, Sexual Abuse, Cyber Abuse, Stalking/Cyber-Stalking, and Financial Abuse. The effects of teen dating violence and abuse on teens are presented. Students are given information on how to manage potential abuse situations, whether it be happening to them or a friend. The FSDB policy is reviewed, and the process for reporting teen dating violence and abuse is discussed. Finally, character traits that support healthy relationships, environments, and cultures are discussed.

Karen Kolkedy – School Counselor

BHS Art Room News

Art students in Blind High School have been exploring a wide range of materials and techniques as they continue to examine and revise their artwork to process and refine. 2-D Studio students are exploring printmaking, embossing, and collage this quarter. They are developing a range of skills and discovering tactile methods that inspire them to create. Sculpture 1 & 2 students complete clay sculptures, demonstrating creativity and perseverance as they make animals, vegetables, and imagined creatures. BHS art students are also preparing for the Spring Art Show which will be held the evening of April 18 in conjunction with the Spring Music Concert.

Lori Hall – Art Teacher, Blind High School

Physical Education and Health Update

Blind Department

Grades K-2 / 3-5

Blind department elementary physical education classes are learning about basketball concepts. The fundamentals of bouncing, dribbling, passing, and shooting into a modified target are addressed. In addition, the students use the track one day per week and focus on health education topics on Fridays.

Grades 6-8

Students in middle school were introduced to the newly renovated weight room in Copeland! They are learning how to use equipment properly and safely. Students learn what muscle groups each machine focuses on and how to select a comfortable weight while performing the exercise correctly. Students use the track every Thursday, and on Fridays, health lesson topics are discussed.

BHS HOPE Classes

The HOPE classes completed a unit on Human Sexuality. Information was sent home to families before the unit. The following topics were covered during HOPE classes:

- Personal Safety
- The Reproductive System
- Human Reproduction and Childbirth
- Puberty
- HIV/AIDS and Sexually Transmitted Infections (STDs)
- Contraception and Pregnancy Prevention
- Abstinence
- Healthy Relationships
- Decision Making

Weight Training:

Classes were exposed to some of the current trends in training today, and now are incorporating the Battle Rope and TRX Suspension into their training schemes. Students continue to enjoy the revamped Weight Room in Copeland and the new exercise machines! They also enjoy track days to bolster their aerobic capacity as well.

Athletics

January was the busiest month for our student-athletes, but they did very well. If you see our student-athletes, please give them a fist bump, high-five, or handshake for their dedication to academics and sports. We are very proud of them!

Clerc Classic: The Maryland School for the Deaf hosted the XXII Clerc Classic in Frederick, MD. The basketball tournament consists of eight deaf schools. They are Maryland School for the Deaf, Indiana School for the Deaf, Texas School for the Deaf, Model Secondary School for the Deaf, California School for the Deaf, Riverside, Lexington School for the Deaf, New York City, California School for the Deaf, Fremont, and Florida School for the Deaf and the Blind. The first two days

(Thursday and Friday games) were played at MSD's gym. Then, on the final day (Saturday), the finals were played at a hearing high school in a larger gym as so many fans were coming to the tournament. All three days were packed with fans! The Clerc Classic is the toughest competition for deaf schools to play. Our girls finished in 5th place and won the Consolation Championship. Our boys finished in 8th place. Our cheerleading team placed in 7th place. Overall, our players and cheerleaders enjoyed the tournament. They made many new friends and saw old friends from last year's tournament at California School for the Deaf, Fremont. The Clerc Classic was founded at Model Secondary School for the Deaf, Washington, DC, in December 2000.

Willigan Wrestling: The Texas School for the Deaf in Austin hosted the XVII Willigan Wrestling Tournament. The tournament consists of nine deaf schools. They are CSDR, CSDL, TSD, ISD, MSD, MSSD, North Carolina School for the Deaf, Morganton, Missouri School for the Deaf, Fulton, and FSDB. The first day of the tournament was dual pool play. The FSDB team wrestled with Indiana, CSDR, and Texas. We won 2 out of 3 matches. We played in the championship bracket. We lost to Indiana, who won the championship, then we played in 3rd/4th place, and we lost to MSSD. Our wrestling team placed 4th place! On the second day, the individual tournament began. Our FSDB wrestlers wrestled in different weight classes all day. Six of our fourteen FSDB wrestlers finished in the top 3! Joshua Newman won 1st place for 126 lbs. Khayree Lofton, 126 lbs, Ivan McAlpin, 120 lbs, and Antonio Riggins, 113 lbs, won 2nd place. Gabriel Mitchell, 106 lbs, and Robert McCullough, 157 lbs, won 3rd place. The Willigan Wrestling Tournament was founded at California School for the Deaf, Riverside, in 2005. Our wrestlers had a great time learning the new techniques of wrestling and meeting new friends and old friends from last year's wrestling tournament at Model Secondary School for the Deaf, Washington, DC.

Mason Dixon: The 75th and 40th annual boys and girls Mason-Dixon basketball tournaments were held at North Carolina School for the Deaf, Morganton. Our girls entered the tournament as 1st seed, while our boys were 7th seed. Our girls had such an easy time winning all the games to win the championship game, averaging 40 points over opponents. Our girls won the back-to-back championships! Kayla was the Most Valuable Player for that tournament. The opening game we had to play against 3rd seed Alabama School for the Deaf, a very solid team, handed us a hard loss. Alabama eventually won the tournament very easily, while we won the consolation (5th place) very easily. The game between Alabama and FSDB was considered the championship game. Look at the bright side; our boys had their first win of the season. Hannah Alford for Girls and Frantz Valburn for Boys won the three-point competition! Note: This tournament was unique because it was the first time for boys' and girls' basketball tournaments to be held at one Deaf school. In the past, it was usually the boys' tournament at one Deaf school, while the girls' tournament was held at another Deaf school. We never had both tournaments at the same location.

Regional / State Cheerleading: The cheerleading team did not travel to North Carolina School for the Deaf for the Mason Dixon Tournament as they went to the Regionals at Port St. Joe High School, Port St. Joe, FL. They competed and qualified for the state! When they went to the state at Lakeland, they got 18th out of 18, but Coach Lia mentioned that the last six teams were within 2 points of each other. So, it was a close competition!

Girls Weightlifting: Senior Dyonna Dozier and Junior Kavira Vihugo finished first and second in their weight classes in our final meet at Nease HS. Dyonna wrapped up her career with a strong showing as she set a new personal best in the clean & jerk and bench press!

Spring Sports: We will have girls and boys track teams and girls' flag football this spring. The track team will have two home meets and six away meets. The girls' flag football team will have four home and five away games. Girls' and boys' track teams will travel to Texas School for the Deaf, Austin, for the 14th Annual Berg & Seeger Track & Field Classic. The BSTF classic usually has at least 15-20 Deaf schools across the nation. Last year, when we went to TSD, more than 450 Deaf athletes participated in the 13th Annual BSTF Classic; our girls' track team won 2nd place. We lost first place by one point to Indiana School for the Deaf, Indianapolis.

Billy Lange - Athletic Director

Respectfully Submitted:

Carol Bogue

Blind Department Principal



Florida School for the Deaf & the Blind

Do More. Be More. Achieve More.

Communications & Public Relations – Board of Trustees Report February 23, 2024

This report summarizes department activities and accomplishments, working in collaboration with campus personnel during December 2023 and January 2024.

Public Service Announcements

December: 517 PSA radio spots (totaling 22,890 seconds).

January: 594 PSA radio spots (totaling 26,400 seconds).

Aired by Cox Media on WAPE-FM, WEZI-FM, WJGL-FM, WOKV-AM and WXXJ-FM, voiced by FSDB alums Trent Ferguson and Marcus Roberts. August metrics will be provided in the next board report.

School-Level Newsletters

16 newsletters issued in December and January that engaged a total of 1,441 campus and external stakeholders:

- ELC – three issues / 87 views
- BEMS – three issues / 494 views
- BHS – three issues / 348 views
- DES – no issues / 0 views
- DMS – three issues / 215 views
- DHS – four issues / 300 views

Marketing Collateral

Videography

- Editing
 - Black History Month videos for the FSDB Museum.
- Published Videos
 - [2025 NSLDHH National Conference Invitation](#)
 - [FSDB Christmas Celebration in Kirk Auditorium](#)
 - Updated Mass Notification System video with Arline Lagasse

Graphic Design

Created logo for Inaugural FSDB Staff Field Day and poster for the event. Designed Support Staff Booklet (Directory) for Deaf Elementary. Created 11x17 CPR Poster for Physical Education Department.

Designed branded print and digital collateral for the following departments:

- Athletics–
 - Girls Basketball – Banner for Kayla Debrow’s 1000 Career Points
 - Girls Weightlifting – Designed team logo and secondary logo to be placed on new warm up suites and jackets. Created Senior Posters for team.

- Sports Medicine Logo Design.
- Wrestling Tournament Graphics for social media
- Clerc Classic Graphics for social media
- Mason Dixon Graphics for social media
- Outreach/ECC – Pizza Party ECC Flyer.
- Parent Services – Parent University Flyers for March & April, Dorm & Recreation Open House Flyer. ECC Life Skills Class Flyer
- ESOL – ASL Spanish Class Flyers.
- Dance Troupe ‘Candy Cane Lane’ Poster
- DES & BEMS Holiday Postcards
- PBIS Christmas ‘Thank You’ Card
- BHS Talent Show Flyer
- December & January Spirit Week Flyers
- Braille Challenge Flyer & T-Shirt Logo
- BHS Talent Show Program Book
- TOY/SREY Invitation
- Job Fair Flyer
- January Food Service Calendars
- Illusion Color Guard Logo

Designed and implemented daily posts for yearlong social media campaign (explained above) recognizing students, staff, departments, history and more.

Photography

JV/Varsity Boys Basketball team and roster photos. Wrestling team roster photos. Girls Weightlifting team and roster photos. Photos for all Holiday events on campus, including the FSDB Holiday Celebration Event. Yearbook Photos for Blind Department. Deaf Department Senior Photos.

Social Media

Website

December: 5,211 visitors (4,006 new), with 7,693 page-views. Most viewed page other than home page was the Careers page with 1,861 pageviews.

January: 6,685 visitors (5,364 new), with 10,113 page-views. Most viewed page other than home page was the Careers page with 1,115 pageviews.

Facebook

December: 18,184 followers (71 new), 50 posts with a reach of 140,214 and 12,142-page visits. The top post was a photo of Ariana Montoya Delgado at the Jaguars games that reached 33,524 people with 34,887 impressions (576 reactions, 29 comments and 33 shares).

January: 18,260 followers (76 new), 49 posts with a reach of 212,506 and 13,976-page visits. The top post was a photo of the Wrestling team at the Marty Willigan Tournament that reached 53,967 people with 54,868 impressions (396 reactions, 17 comments and 6 shares).

Instagram

December: 3,114 followers (67 new), 41 posts, 2,933 accounts reached, 1,833 profile visits, and 3,400 interactions (3,000 likes, 36 comments, 56 shares). Top post with 274 likes was a photo of Ariana Montoya Delgado at the Jaguars game.

January: 3,161 followers (47 new), 43 posts, 2,741 accounts reached, 1,968 profile visits, and 2,600 interactions (2,336 likes, 16 comments, 87 shares). Top post with 214 likes was a photo of our Cheerleaders at the Clerc Classic.

YouTube

December: No new videos uploaded, 13,853 channel views, 577 hours watched, 25 new subscribers, 33,590 impressions and 8,110 unique viewers. The top video was the Star-Spangled Banner in ASL with 2,261 views.

January: No new videos uploaded, 16,667 channel views, 728 hours watched, 33 new subscribers, 30,535 impressions and 9,606 unique viewers. The top video was the Star-Spangled Banner in ASL with 2,972 views.

Vimeo/Livestreaming

December: 15 video uploads, 1,364 views, 458 unique viewers, 7,999 impressions and 392 hours watched; 13 streamed events (Basketball games, Wrestling match, Board of Trustees meeting, and performances by the Dance Troupe and Music Department).

January: 16 video uploads, 841 views, 323 unique viewers, 8,877 impressions and 238 hours watched; 8 streamed events (Basketball games, Wrestling match, and Board of Trustees meeting).

Museum

December: 45 people visited the museum which included 13 DES and staff members for an education tour. DHS students are participating museum community service; sorting pictures, newspaper clippings from archive room, and organizing files for the final catalog for people who want to do research on the school.

January: 88 people visited the museum which included 16 Flagler College students who are taking a Deaf Ecosystem course, and 14 students and 2 professors from South Arbor University in Michigan. DHS students continue participating in museum community service; sorting pictures, newspaper clippings from archive room, and organizing files for the final catalog for people who want to do research on the school.



Deaf High School

American Sign Language 2

The students received a unit called 9 ASL Classifiers. It has 9 lessons. Currently, they are working on the 1st two lessons called Instrumental and Descriptive Classifiers. The students are working to identify the differences between those classifiers.

Instrumental Classifier defines what a person does or handles with a tool or an object – i.e., HAMMER, PIANO. The students received a Google classwork assignment and searched online for 5 images. They copy and paste the image and then record a video by saying ICL “HAMMER.” They show their classifier sign.

For the Descriptive Classifier, the students pick 5 images from Google Search to describe the object, size, shape, location, people, and movement to make a clear visual. They know what to do next – copy and paste the image and then record a video by signing DCL “STOVE.” They show their handshape classifier signs.

Students-Teacher conference is for Geary to discuss and give feedback for improvements. After the conference, the student returns to make corrections before final grading.

Marine and Environmental Science

During our introductory unit, we discussed the interdependence of Earth's 4 spheres. We did an activity that tasked groups of 4 to draw a picture as a team. They couldn't touch the marker, just their string. If any of the strings was moved unexpectedly, the picture didn't turn out right. We related this to the chain reaction that can happen when human activity impacts any of the 4 spheres.

Marine science started a unit about the properties that make water special. We've been learning about chemical bonds that form water molecules and that attract them to each other.

Deaf Middle School

Testing

We were excited to give our winter assessments for Measures of Academic Progress and FAST. These tests allow us to measure our progress and make adjustments to our teaching to make sure we are meeting students' needs.

Honor Roll

We hosted second quarter Honor Roll. We celebrated the accomplishments of our students and also acknowledged growth on reading and math goals.

DOE Look Fors

As an AP, it has been awesome conducting the look fors that are part of our school improvement plan. I am able to give immediate feedback and praise to teachers. It also allows me to see teaching in different departments as well. I look forward to seeing how this initiative impacts students and scores this year.

Deaf Elementary School

The Deaf Elementary School will be having BGC follow-up on Feb 29-March 1 where the trainers will come and model with the students and our teachers will be given opportunities to observe as well as Q & A during our teachers meeting.

Our students are loving PBiS quarterly activity, the committee would like to transition into monthly activity for one period a month per grade level to tie it all together next year.

Off-Campus Programs

Six students are attending three programs at the First Coast Technical College (FCTC).

- Cosmetology: 2 students (one senior and one junior)
- HVAC: 1 student (junior)
- Agri-Science (Landscape): 3 students (one continuing ed. student, one senior and one junior)
- The current students are jumping right into the 3rd quarter already to continue to hone their skills in respective programs. They continue to strengthen areas of need based on excellent constructive feedback from their FCTC instructors. Their FCTC instructors are accommodating to each student's learning needs.

Culinary Arts: 1 former student

- The student has aged out and is now a full-time adult student in the Culinary Arts program! He is making wonderful progress as an adult student! I am very excited for him!

Ten students are enrolled in their respective courses at St. Johns River State College (SJRSJ).

- Intro to Sociology / Educational Psychology
- Macroeconomics / Biology with Lab
- Introduction to Sociology
- General Anthropology
- Professions of Caring
- Academic Pathways to College Success
- Medical Terminology
- Human Nutrition
- Comprehensive Career Exploration
- Introduction to Sociology

All the students started off the 2nd semester with a bang! They all dove into their 1st few weeks completing assignments successfully. One of the students is taking a course in person on the campus. She goes on Tuesdays and Thursdays. In the beginning, the student had to adjust being in class and listening to lectures for long periods of time. She reported recently that she enjoys

going to the class and learning information. She mentioned that she plans to take another course in person next semester and wants another student to have the similar experience as her.

Specialists

ASL Specialist- Lenore Boerner

I am the Florida ASL Teacher Association (FASLTA) President and will host a bi-annual Professional Development Conference on campus on February 16th and 17th. I am working on getting an ASL performer for the Deaf Culture month in April. I will conduct an ASL Comprehension Assessment on K-12 students in April.

DSI Services- John Baroncelli

I started the second round of classroom observations for all DSI students this school year. Several accommodations were recommended and modified for the DSI students. Results were positive from the DSI students. Continuing with Usher Syndrome Screening on the remaining Deaf 6th graders. We will have another DSI student get-together, this time with a former FSDB teacher who is Deaf & Blind. This will have a positive impact on the DSI students.

Respectfully Submitted by:

Don Curran
Principal, Deaf Department



Class Code Count

| | |
|---|-----|
| Board of Trustees Administrator Positions | 74 |
| Teacher Positions | 106 |
| Specialist Positions | 60 |
| Select Exempt Service Positions | 37 |
| Career Service Positions | 403 |

General Revenue Positions **647**

Grant Funded Positions **33**

Add/Delete

08635 Senior Motor Vehicle Operator, Career Service, 10-months/195-days to 215-days

Service Awards

30 Years

Dawn Ausili

25 Years

Mary Wright

10 Years

Katherine Youngren
Nicholas Mc Clure
Charles Raven
Jacquelyn Holder

5 Years

Jennifer Thompson
Scott Walsh

New Hires/Internal Moves

- 7 new hires from December 21, 2023 – February 2, 2024
- 9 Internal PARs from December 21, 2023 – February 2, 2024 (this would include promotions, lateral reassignments, pay changes due to degree or SLPI, and/or reassignments, etc.)



Career and Workforce Development Department

Submitted by Jessie Girton, Executive Director of Career Development

Priority 1: Employee Retention, Recruitment, and Engagement

- The Career Development Department presently has an open instructional assistant position, and the hiring process for this role is underway. The department is nearing full staffing, with the final stages of the hiring process for the instructional assistant position in the horticulture program. Demonstrating commitment to their roles, other staff members have consistently invested in the education and development of our students.

Priority 2: Success for Students

- The Garden Center kicked off the new semester with exciting classes in the garden center. Students have been given the opportunity to familiarize themselves with garden center routines, fostering a hands-on learning experience. Their enthusiasm is palpable as they collaboratively explore new activities. Currently, the focus is on plant identification and propagation, providing students with valuable insights into horticulture. The engaging atmosphere and shared learning experience have set a positive tone for the semester. With several exciting collaborations coming up, it looks like the Garden Center is ready for a fun and enriching semester!
- The Dragon's Lair wrapped up the first semester, and during the second block class, we had the pleasure of hosting two outstanding students in our work experience program daily. These students, representing the blind and deaf high schools on campus, demonstrated remarkable commitment. From efficiently managing stations, like the deli, to reporting on the details of daily preparations, these students demonstrated remarkable commitment. Notably, a student from the blind department showcased culinary skills extending beyond the school kitchen. His success story, along with a recent graduate securing a job at a local restaurant, highlights the real-world impact of our program, translating lessons from distributed learning into practical skills applicable in the community.
- The art classes in DHS and DMS recently concluded introductory lessons and drawing exercises, paving the way for an exciting transition into digital art through the Procreate App on iPads. In addition, the DHS animation class immersed themselves in the captivating world of animation, covering essential concepts and utilizing the Rough Animator iPad app for practical exercises. Beyond honing their animation skills, students explored the rich history of animation, gaining valuable insights into its evolution. This blend of hands-on application and historical exploration promises inspiring and comprehensive learning experiences, enriching the artistic education of our students.
- Embarking on the second semester of Culinary Arts level 1 class, our focus is on Sanitary Food Handling, complemented by the delightful task of making cookies for DL lunchtime. Our students are gearing up to create homemade pasta with Alfredo sauce. In anticipation of the CTE Showcase, we're diligently preparing to showcase our culinary expertise with the creation of sugar cookies.

- Culinary Arts Level 2 fall semester students completed the challenge of ServeSafe Food Safety Manager certification, though regrettably, no one passed the final exam. Undeterred, spring semester students embarked on their culinary journey by sharing their diverse cooking backgrounds, interests, work experiences, and future goals. The curriculum delved into essential standard operating procedures, covering weekly schedules, uniforms, personal hygiene, and food safety and sanitation. Practical skills took center stage, with students mastering the art of measuring liquid and dry ingredients, creating a variety of yeast doughs, including lean French bread, enriched focaccia bread, and sweet, rich doughs like brioche and beignets. A stand-out student working one-on-one demonstrated exceptional communication and movement skills, efficiently managing the DL special orders. This student's dedication and success prompted a discussion with his parents about his interest in pursuing a career in the business despite his visual and hearing loss, highlighting his potential for success.
- The Drone team has been actively mastering flight skills with the Parrot Anafi and DJI Mini professional drones while capturing footage. Additionally, students have been honing their coding skills, focusing on autonomous flight for the CoDrone EDU drones. Daily practice sessions are accompanied by meticulous progress tracking in areas such as remote pilot in command (PIC), visual sight observer (VSO), and autonomous skills, involving hands-on coding experiences using Blockly.
- Welcoming a new semester brings both farewells and fresh beginnings. Our work experience DHS students have enthusiastically kicked off the term, engaging in a transition inventory to discern their interests and narrow their focus within specific career clusters. Leveraging insights from this inventory, students have embarked on a project exploring their dream jobs, which they will present in class. Additionally, they are delving into the nuances of professional behavior on the job. With everyone settled into their new roles, job evaluations are underway, and the feedback indicates a commendable start to the semester. The seamless integration into new routines reflects the commitment and adaptability of our work experience students as they navigate this exciting phase.
- In the work experience class in BHS, students have been delving into the significance of cover letters and resumes, gaining a comprehensive understanding of their purpose. In tandem, they have been acquiring practical skills in money exchange, a crucial preparation for the upcoming launch of Raymond Warehouse. Notably, this year intrudes a unique approach to implementing a delivery system. This innovation fosters a rotation of skills among students and actively promotes job readiness skills, providing a well-rounded and hands-on work experience for all.
- D&B Designs is gearing up for the annual Safety Fair, a crucial event focusing on safety in the home and community, attended by all students and staff. D&B Designs has been entrusted with designing and printing shirts for the occasion. Another noteworthy event on the calendar is the Braille Challenge, where, in addition to shirt printing, D&B Designs has been invited to set up a table offering braille and blind awareness items for purchase. Looking ahead to February 9, 2024, we eagerly anticipate participating in the CTE Showcase, providing a platform for staff and students to engage with hands-on activities from various CTE programs at FSDB.
- This month, the off-campus work experience would like to highlight a post graduate student, Mr. Williams. He is gaining work experience at iHOP, contributing as a dedicated dishwasher. Displaying strong interpersonal skills, Mr. Williams interacts seamlessly with staff. Motivated and cooperative, he operates as a valuable team player, consistently fulfilling assigned duties

and readily assisting coworkers when needed. His enthusiasm for the job is evident, making a positive impact in the work environment.

- We are entering the second semester of the woodshop, and a unique and positive dynamic emerges as an unusual but remarkable 98% of students in two classes are advanced, including returning level 2+ participants. This presents an excellent opportunity as we delve into advanced courses in woodworking and cabinetmaking. The curriculum aims to integrate and build upon skills taught in Level 1, encompassing the use of tape measurement, thoughtful wood selection for projects compliant with construction codes, and the cultivation of critical thinking and planning skills. These exciting times in the woodshop promise a semester filled with advanced learning and practical application.
- The After School Work Program is in full swing for the second semester. Two successful students accepted their diplomas at the end of the first semester, which prompted a smooth resignation process, imparting valuable lessons on respectful exits. Notable enhancements include adjustments to the exit survey for expedited paycheck delivery. Raymond's Warehouse opening is imminent, with four students hired for after-school shifts. Thorough preparation for this transition involved a collaborative meeting among key stakeholders. A deliberate soft opening precedes a full after-school launch, positioning Raymond's Warehouse as a hands-on learning hub for students in money management, inventory control, customer service, and time management, focusing on snack and drink sales. Currently, the After School Work Program boasts a full staff of 33 students. Ongoing preparations are underway for a Tax workshop in collaboration with Deaf Tax, aimed at equipping students with essential knowledge on filing taxes, understanding w2s, navigating social security matters, and effectively communicating about taxes with their families.

Priority 3: Everyone Knows Our Name

- The off-campus work experience program has recently forged two new partnerships with McGuire Auto Service and Tibbs Tees. Students are applying the skills acquired through their classes at FSDB and aligning them with their interests within these establishments. The program is enthusiastic about these opportunities, recognizing them as significant steps in the students' future direction.

Curriculum and Professional Development Department

Submitted by Randi Mitchell, Executive Director of Curriculum and Professional Development

Priority 1: Employee Retention, Recruitment, and Engagement

- The Math and Literacy Specialists participated in our fourth professional Literacy Coach Endorsement learning opportunity with our fabulous facilitator, Cally Traetto.
- Bilingual Specialists shared the "Applying Bilingual Strategies: Scaffolding" video and follow-up reflective questions/activities as part of monthly posts in the FSDB Learning Network.
- Math Specialists hosted POWwow Professional Learning for teachers to participate in and continue to develop their instructional skills in math concepts and strategies.
- Academic Specialists continue to provide opportunities for teachers to participate in coaching cycles, professional learning communities, and one-on-one support. Academic leaders work collaboratively with the Academic Specialists to ensure alignment to the program's needs.

Priority 2: Success for Students

- On January 26, Dr. Michella Basas from Flagler College and Suzanne Beck from the Northeast Florida Educational Consortium (NEFEC) presented to teachers on incorporating Higher Order

Thinking (HOT) questions into their lessons and teaching. The Deaf Department Literacy Specialists collaborated with Dr. Michella Basas, and Blind Department Literacy Specialists collaborated with Suzanne Beck before her HOT questions training to share ideas and feedback, as well as the questions teachers had after our first HOT questions trainings in December.

- Literacy Specialists are partnering with teachers and curriculum representatives to select state-approved Social Studies Curriculum. Parents and stakeholders will have an opportunity for input.
- The Literacy Specialists facilitated all FL Celebrate Literacy Week activities during January 22-26. This year's theme was "Believe in Your 'Shelf.' Building Resiliency Through Reading."
- Literacy Specialists have been conferring with teachers about creating Higher Order Thinking (HOT) Questions in PLCs and one-on-one conferences. The Bilingual Specialists are working with teachers to translate the questions into American Sign Language and work through questioning skills.

Priority 3: Everyone Knows Our Name

- The Deaf Department Literacy Specialists participated in meetings with multiple Deaf schools that use the same reading intervention curriculum to provide feedback to the curriculum and develop shared resources that are deaf-specific.
- Blind and Deaf Department Math Specialists presented to parents in the most recent Parent Engagement Workshop (PEW) with a focus on things parents can do to support academics at home in relation to math.

English Language Learners Department

Submitted by Jacqueline Provoost, Director of English Language Learning (ELL) Program

Priority 1: Employee Retention, Recruitment, and Engagement

- The ESOL department has been busy hiring two written translators and two Language Facilitators, one to support in Blind High School and the other in the Deaf department.
- The ESOL department is beginning to hire two additional Language Facilitators- both for the Deaf department.
- The ESOL department welcomed FSDB long-time employee Tania Dulin as OPS Language Facilitator to work in BEMS.

Priority 2: Success for Students

- ELL students studied Holiday Traditions Around the World and participated in the annual Holiday breakfast. Students showcased their learning by presenting information about what they learned.
- ELL students will participate in Deaf/Multicultural identity workshops presented by Adler University intern Miosotis Cotto. Topics include personal identity discussed through birth order in the family and how often this relates to personal strengths, future goal planning, VRS services, and career interests.
- ELL students are currently taking the ACCESS for ELLs annual state assessment for language proficiency and progress. The window goes from January 22 through March 6.

Priority 3: Everyone Knows Our Name

- The ESOL department has completed **115** written translation requests from FSDB staff and **87** phone calls to ELL and non-ELL Spanish-speaking families from 11/1 through 2/1. Facilitating

communication with Spanish and foreign-language-speaking families is what we do best! It is our pleasure to provide this level of service to the staff and families of FSDB!

- The ESOL department has an intern from Adler University, Miosotis Cotto. She will visit with DHS students once per month until May, providing interactive workshops centered around deaf, multicultural identity, future goals and career planning, and deaf culture. She is leading virtual ASL classes in Spanish every Sunday at 4 pm for the next 10-12 weeks for FSDB Spanish-speaking families, as well as organizing and recording several panel discussions in Spanish discussing topics such as CODA: Growing up in a bilingual world, Positive Discipline Basics, and Identidades y Cultura del Sordos Parte ½. These recordings will be linked and shared with FSDB families, staff, and the community via the ESOL Department website.

Respectfully submitted by:

Scott Trejbal

Administrator of Instructional Services



Admissions

Executive Director Pauline Wagner

Total On-Campus Enrollment 522 as of 2/5/2024

- 24 ELC
- 328 Deaf Department
- 170 Blind Department

Withdrawals since school started – 12

- 7 in-state
- 3 out-of-state
- 2 graduated

Admissions in Process - 55

Parent Services

Executive Director Pauline Wagner & Parent Liaison Misty Porter

The 2nd week of January was incredibly busy in the Parent Services Department. In our continued effort to meet the needs of our families, when scheduling, we offered three large events back-to-back. This allowed families to attend multiple events during a single trip.

On January 10, we hosted a Parent University Expanded Core Curriculum class for Blind Department students and their families, focusing on supporting independent living skills in the kitchen. During this event, participants learned many helpful strategies to use when pouring, cutting, and scooping. Our teacher discussed the importance of setting personal goals and how making modifications in the environment will lead to success. Various tools and techniques were taught, and items were provided for families to continue practicing these skills at home.

During this class, FSDB held a campus-wide lockdown drill. It was an opportunity for families to see the drill in action. We were impressed by how quickly our students responded to the drill and took some additional time to discuss student safety both on and off campus.

January 11 was our Parent Engagement Workshop. The primary topic for the workshop was Addressing Challenging Behaviors. Erica Worthery FSDB Executive Director of Mental Health, led this portion of the workshop. Our Math Specialists taught parents games to play that support academic achievement from home in a fun way. Participants left with the necessary tools and toys to implement these strategies at home. Our President popped by to lead us in a fun game of Taboo. Keeping with the theme, we briefly discussed that talking about our feelings and emotions should not be "taboo." When a parent/participant correctly guessed the word, they were awarded a book for the series *How Talk so Children Will Listen and Listen so Children Will Talk.*"

"Let's Talk About Winter Fun," a Parent University class, was hosted the evening after our PEW. Parents were encouraged to pick their students up from school and return with siblings and friends for this fun class. We learned all the pertinent vocabulary words for Winter sports, clothing, animals, weather, holidays, and more. The favorite portion of our class came after a delicious pizza dinner. Volunteers were called to the front of the room to select a winter item from the table. If they correctly described the item using classifiers, then they were permitted to take the item home. Students, parents, siblings, friends, and peers encouraged and supported each other; even the shyest participant left with a chocolate rose.

On February 16, we offer a Parent University class called "The Real World." During this class parents and guardians will learn how to support their children as they transition into young adults. Presentation topics will center around how to use the IEP to prepare for a future beyond FSDB. This class is a continuation of our efforts to support transition-age families. Monthly, we submit a featured resource to help families. This resource is shared through the Middle and High School newsletters.

Our February Parent University calendar will be relatively quiet as we prepare for our March events. We are partnering with the Braille Challenge team to offer a unique Parent Engagement Workshop while students complete the competition.

We will host a separate Parent Engagement Workshop for our families from the Deaf Department on the same day.

Our final Parent Chat will be held on March 29. We will partner with the Dorm and Recreation Department the evening before hosting an Open House event for families.

*L. Daniel Hutto Early Learning Center
Executive Director, Pauline Wagner*

The new year has brought some changes to our ELC! We are happy to announce our new Director of Early Learning, Catherine Bailey! January has had the students focus on animals and cultures from around the world. The students have been very busy learning math concepts such as length, width, and height. They have also been introduced to the concepts of sizes, weights, and the ability to stack objects according to size. With this, they also must demonstrate the ability to recognize differences. The children have also been practicing their ability to pour liquids. The outcome of this active learning cycle is the repetition of the step-by-step action of the student and learning to control their movement, which will guide them to self-correct and develop hand-eye coordination. Practicing holding a pencil, making controlled marks on paper, and matching number symbols to written words are just a few ways children learn literacy. ELC students are learning new vocabulary, practicing new skills, and learning to work in the classrooms.

Monthly Highlights: The ELC Students thoroughly enjoyed participating in Spirit Week! On Literacy Day, each student dressed up as their favorite storybook character! Some costumes included a dinosaur, Ariel from the Little Mermaid, and a unicorn!

Upcoming Activities: ELC Blind Class will host a Valentine's Day Celebration on February 14, 2024. Both ELC Blind Class and ELC Deaf Class will host their own "Breakfast with Buddies" Celebration on February 23, 2024. February Themes about kindness and stories about being kind in preparation for February activities will support learning opportunities with word consonants, colors, sight words, and picture matching. Letters of the month include B, K, and J, and word consonant blends -th and -ph.

*Early Intervention Programs, Deaf/Hard of Hearing
Director Jennifer Cato*

Early Intervention Programs

22 Referrals in December and January

Stay and Play and Baby Bunch

16 children with hearing concerns/identifications have been regularly attending. The program is growing! The program has added four children since the last report.

Parent Leader Program, Snapshots Program, and Deaf Mentor Program: The Parent Leader Program service delivery model has been modified as of February 1, 2024. Parents will be offered group discussion/support sessions before 1:1 sessions. The main goal will be to reduce service costs and provide an alternative for parents not desiring 1:1. The first session was on February 5, in Spanish. The English session will begin on 2/9/24. Sessions will cycle through 10 topics, and parents will be able to attend topics of interest as many times as they feel supported. One-on-one (1:1) sessions with Parent Leaders will also be offered as needed.

Snapshots will be incorporated into the Parent Leader Group Sessions on Session 5 and Session 10. Deaf adults will participate as a panel to discuss questions from new parents.

Due to budget constraints, the Deaf Mentor Program is temporarily virtual, with few exceptions. Parents are now limited to a session 1x/month until the end of the current contract (through June 30). Many families have reached out, expressing their sadness at the change and requesting exceptions for their families. Where possible, families desiring additional support have been assigned Parent Advisors through the Parent Infant Program who are Deaf and can support sign language development in addition to or in place of their Deaf Mentor. The demand for this program is great and extends beyond age 6. The director requested endowment funding for the 24-25 school year to expand the program to additional age groups.

Parents are provided with other ASL resources, such as our ASL Literacy series and new Virtual Playdates.

Family Focused Events/Series:

- NEW! Virtual ASL Playdates will take place 1/10, 1/17, 1/24, 1/31 and 2/7, 2/14, 2/21, and 2/28. Presentations targeting various age groups will occur from 4-6:15 in 45 min segments daily. The goal is pre-academic exposure in ASL.
- **Pre-Literacy:** January 27, 2024, *The Red Book* (English and Spanish sessions provided at different times).

Upcoming Parent Infant Program (PIP) events:

- 02/24/2024 NW region: One Upon a Time: Storybooks come to life!
- 03/02/2024 West region: Dino Dig
- 03/02/2024 East region: Art in the Park
- 03/30/2024 NE region: Let's Play Pirates!
- 04/13/2024 Alumni and Community Partner Event- Deaf Connect- Activity and Info Fair
- 04/13/2024 SW region- Plant the Seed! Hunsader Farm U-pick
- 05/05/2024 South region: Backyard Bugs
- 06/01/2024 South region Spanish: Dino Dig

Outreach/Information Sharing Activities:

- 2/16/2024 Jacksonville: Tools for Success
- 6/1/2024 Orlando: M&A picnic

*Early Intervention Program Blind/Visually Impaired
Director Kim Carr*

Early Intervention Enrollment – Parent Infant Program Blind

- 272 children as of 2/6/2024
- Stay and Play Toddler Program: Three toddlers are participating.

Leadership Activities

- Prepared monthly reports for DBS.
- Preparing for Braille Challenge with Regional Coordinator
- Attended Getting in Touch with Literacy Conference
- Meeting Dr Kinnare re: Family Matters Conference
- Meeting with Dr. Mann about the Family Matters Conference
- PA meeting in January hosted by the Center for Assistive Technology Training (CATT)
- FICCIT agency meeting
- FAVI advisory board meeting
- Created new form document for monthly report – set up meetings with PAs to explain the process.

Outreach for Families

- Holiday Festival with Progressive Pediatric Therapy.

- Progressive Pediatric Therapy invited FSDB to participate in the Holiday Festival. We had a table among the other agencies staffed by Liz Hernandez. She had an activity for the children. She had trinkets and information for the adults about FSDB services.
- Florida Outreach Center for the Blind Christmas Party - There was a craft activity, and pizza was provided for the families. Santa gave out toys and shoes to the families for the children. Carols were sung, and the families spoke to each other about their experiences.
- Kirby Family Christmas Train. Allow families to build experiences and enjoyment with their children and build connections to language VI kids may not have, such as trains. Bring families together to connect.
- Barnyard buddies - Families were able to feed and touch animals and build literacy skills with their kids. Families interacted with others and connected with other families.
- Nights of Lights Red Train Tour - This event offered the families in our program an opportunity to take pictures with Santa and ride on the Red Train for the Nights of Lights tour. The families met and chatted with each other and enjoyed this experience without worrying about navigating the public version of this event with their child with vision impairment. The families in attendance took photos with Santa while they waited for the trains. They met and chatted with the other families during this time and when they were seated on the Big Red Train. They took a train ride through St. Augustine's historic distance and enjoyed the beauty of the Christmas lights they saw.
- Library Social - Connected with parents, shared program information and event ideas and provided an activity for children with vision impairment. Families enjoyed an art activity. Music activities and a texture activity were using the lightbox.

Outreach/Information Sharing Activities

PIP-Blind/VI presented information to promote awareness and provide information regarding hearing loss to increase the knowledge and skills of related service professionals, teachers, paraprofessionals, educational leaders, and other staff working with students and family caregivers.

- Health Matters Children's Council
- Marion County Interagency Council
- Alachua County Interagency Council
- Tri-County Interagency Council
- DD Shop Talk monthly meeting
- Family Care Council Meeting
- Palm Beach Interagency Council for Young Children with Special Needs

Outreach Services Department
Statewide Outreach Specialist Jennifer Valdarrama

American Sign Language (ASL) Interactive: Online American Sign Language (ASL) classes serve parents and school district staff members of deaf/hard of hearing students across Florida.

- The Winter session started with 40 participants and three instructors.
- The Community Education ASL class on campus will start back up in February.

Campus Events and Tours:

- FSDB Regional Braille Challenge will be held on March 1, 2024, in Kramer, Copeland, and the Music building. We have guests from neighboring counties attending and will spend the day competing in braille contests, meeting new students and professionals, and participating in our Parent Engagement Workshops.
- Spring Community Open House will be on March 6, 2024. We have over 400 people registered for this event!

Conference Exhibits: FSDB Ambassadors provide representation at various external events.

- FSDB was represented at the Assistive Technology Industry Association (ATIA) Conference.
- FSDB was represented and participated in Braille Challenge Tampa and Braille Challenge Orlando. FIMC-VI, APH, other sponsors, vendors, and more than 70 families celebrated Braille literacy.

Expanded Core Curriculum (ECC) Interactive Learning Series: The Interactive Learning Series is specially designed for students in Florida ages 6-14 who are deaf/hard of hearing (D/HH) or blind/visually impaired (B/VI) or dual sensory impaired (DSI).

- The Spring virtual ECC Interactive Learning event will occur on March 23, 2024.
- A regional event will be held in partnership with Florida State University, Florida Low-Vision Initiative, and other partners focusing on students who are blind/visually impaired and their families.

Evenings with the Experts: Virtual meetings with expert guest speakers for professionals, students, and their families across Florida.

- The 2024 Evenings with the Experts series will launch this spring. We look forward to sharing information and resources on four trending topics with audiences who engage with FSDB.

Statewide Community Braille Course: This course is specially designed for non-enrolled families with prospective FSDB students. Participants include family members, community members, and professionals in the field across Florida.

- The next session will begin March 25, 2024.

*Resource Materials & Technology Center for the Deaf/Hard of Hearing,
Director Carmelina Hollingsworth*

RMTC-DHH created, updated, and/or **disseminated materials, resources, and information** regarding effective best practices, programs, and services through the following mediums:

- Just In Time News & Information - 1 Volume during December and 2 Volumes during January
- Tech Notes - January 2024 "HLP 15: Scaffolded Supports"
- Social Media Presence - RMTC-DHH uses social media, Facebook and Twitter, to share events and information pertaining to deaf education from the project, the state, and national levels. RMTC-DHH posted to their social media accounts a total of 6 times during the 2nd Quarter (October through December)
- A total of 42 training materials were distributed to participants in book studies, PLCs, and trainings during the 2nd Quarter (October through December)
- A total of 730 informational items were distributed at training events and conferences during the 2nd Quarter (October through December)

RMTC-DHH **produced/updated** or assisted in the production of the following instructional products to support professional learning for all staff working with students who are deaf/hard of hearing at the request of the Bureau of Exceptional Education and Student Services (BEES) or as indicated by needs assessments.

- New - *Listening and Spoken Language Strategies: Thinking Outside the Box - Slide Deck* (statewide)
- New - *Listening and Spoken Language Strategies: Thinking Outside the Box - LiveBinder* (statewide)
- Updated - *Assistive Technology and Educational Tools that Level the Playing Field for Students Who Are DHH* - (statewide)
- Updated - *Principle 6: Least Restrictive Environment (LRE) is Student-Based* - (statewide)
- Updated - *Early Language Development is Critical to Cognition, Literacy, and Academic Achievement* - (statewide)
- New - *Starting with the End in Mind* - (statewide)
- Updated - *Listening and Spoken Language Strategies: Thinking Outside the [Theme] Box - Slide Deck* (statewide)
- New - *Parts to the Whole: Knowledge of Low-Incidence Needs Supports Many, Most, and ALL!* (statewide)
- *Parts to Whole - Knowledge of Low-Incidence Needs Supporting Many, Most, and ALL!* - Institute for Small and Rural Districts (ISR) Winter Institute (statewide)
- *Involving Dads* - Florida Family Leaders Network 2024 Summit (statewide)
- *Transition Roundtable; moderator* - Florida Family Leaders Network Summit (statewide)
- *Starting with the End in Mind* to the Early Hearing Detection and Intervention (EHDI) team

RMTC-DHH **presented** information to promote awareness and to provide information regarding hearing loss to increase the knowledge and skills of related service professionals, teachers, paraprofessionals, educational leaders, and other staff working with students, as well as family caregivers.

- *Introduction to RMTC-DHH* - FAVI Board Meeting (statewide)
- *Creative Solutions to Optimizing Outcomes for Children who are Deaf/Hard of Hearing* - University of Miami Mailman Center Innovation and Connection Conference (statewide)
- *TA-Live! High-Leverage Practices (HLPs) 15: Scaffolded Supports* - virtual (statewide)

RMTC-DHH offered the following **professional development** opportunities to school district personnel working with students who are deaf/hard of hearing for the purposes of providing in-depth instruction through online courses, webinars, virtual trainings/meetings, and in-person instruction.

- *Coffee with the Contacts* - virtual (statewide)
- **Districts participating in PLCs:** Brevard, Duval, Hillsborough, Nassau, Pasco

RMTC-DHH responded to requests for assistance from school district staff regarding **on-site observations and consultations, screening, evaluations, and/or assessments** for students who are deaf/hard of hearing:

- Levy - Functional Listening Evaluation

RMTC-DHH responded to requests from school districts and other stakeholders and provided **technical assistance** through coaching and mentoring, consultation, support, and/or the sharing of information and resources, as well as through PLCs and materials borrowed from the RMTC-DHH Media & Materials FREE Loan Library:

- **Districts/Agencies receiving coaching and mentoring, consultation, and/or support:**
 - **Districts:** Alachua, Bay, Bradford, Brevard, Citrus, Columbia, Dade, DeSoto, Dixie, Duval, FLVS, FSDB, Gilchrist, Hardee, Highlands, Lake, Lee, Levy, Manatee, Marion, Martin, Monroe, Okaloosa, Okeechobee, Orange, Osceola, Pasco, Pinellas, Polk, St. Johns, St. Lucie, Sumter, Union, and Washington.
 - **Other Agencies/States:** Institute for Small and Rural Districts (ISRD), Florida Educators for Students who are DHH (FEDHH), University of Miami Debbie School, Center for Autism and Related Disabilities (CARD), Florida Diagnostic and Learning Resources System (FDLRS) Emerald Coast, FDLRS Panhandle Area Educational Consortium (PAEC), FDLRS Springs, Michigan, NTID Regional STEM Center (NRSC), University of Northern Colorado, Florida Inclusion Network (FIN), Florida State University (FSU).

- **District staff utilizing the RMTC-DHH Media & Materials Free Loan Library returned 2 borrowed materials:**
 - **Districts:** Brevard, Escambia, Hardee, Hillsborough, Madison, Palm Beach, Pasco, St. Lucie
 - **Other Agencies:** Educational Interpreter Project

Leadership responsibilities of RMTC-DHH include engaging in activities to support the needs of the project, school districts, and the Florida Department of Educational/Bureau of Exceptional Education and Student Services (FLDOE/BEESS). Activities include the following:

Conference or Meeting Attendance

- *Florida and Virgin Islands Deaf-Blind Collaborative Board Meeting*
- *Institute for Small and Rural Districts (ISRD) planning meeting*
- *FLDOE Bureau of Exceptional Education and Student Services (BEESS) English/Language Arts (ELA) Strategic Planning Meeting*
- *University of Miami Mailman Center Innovation and Connection Conference*
- *Florida Educators of Students who are Deaf/Hard of Hearing (FEDHH) Board Meeting*
- *FDLRS Planning Mathematics Instruction for Struggling Learners Train-the-Trainer*
- *ISRD Winter Institute*
- *Assistive Technology Industry Association (ATIA) Conference*
- *Florida Family Leaders Network 2024 Summit*
- *FSDB Purchasing Meeting*
- *Early Hearing Detection and Intervention Meeting*
- *Florida Educators of Students who are DHH (FEDHH) Board Meeting*
- *Work-Based Learning (WBL) Committee Meeting*

Conference Exhibits

- *Institute for Small and Rural Districts Winter Institute*

Collaborative Efforts

- **University of Central Florida Listening Center Collaboration**
 - RMTC-D/HH staff members engaged in a collaboration with members of the UCF Listening Center for the purpose of developing and planning a professional learning opportunity in the area of listening and spoken language to be aligned with Speech and Auditory Training Standards for professionals supporting students who are deaf/hard of hearing in Florida. Collaboration with universities and leaders in the field ensures stakeholders receive contemporary and comprehensive information from which to base instructional design for this unique and highly specialized population.
- **Florida Inclusion Network (FIN) on High-Leverage Practice (HLP) 15**
 - RMTC-D/HH staff met with a professional from FIN to discuss collaboration on the TA-Live! series on the High-Leverage Practices for Students with Disabilities, HLP 15 on using scaffolded supports.
- **TA-Live! Instructional HLPs Collaboration with Florida Problem Solving and Response to Intervention Project (PS/RtI)**

RMTC-D/HH and PS/RtI staff is collaborating on the instructional high-leverage practices (HLPs) video for HLP 16 produced for RMTC-DHH's technical assistance live (TA-Live!) event. PS/RtI provided input for the video developed for viewing before the discussion session. PS/RtI will also participate in the live discussion session in March to provide technical assistance to stakeholders supporting students who are DHH and in need of information and support for instructional strategies.
- **Fingerspelling Our Way to Reading Collaboration with FSDB -**

RMTC-DHH collaborated with FSDB to plan for the facilitation of the Fingerspelling Our Way to Reading, an evidence-based intervention for students who are DHH.

Workgroup/Committee Participation

- **Florida Family Leaders Network (FFLN) Conference Planning Meeting**
 - FDOH, RMTC-DHH, and assorted others, Planning meeting to discuss logistics, presentations, and other activities during the FFLN Summit. (2 meetings in December)
 - Family Cafe Planning Committee - participants from FDOE & other state stakeholders, met to select the 210 presentations that will take place at the 2024 Family Cafe Conference.

*Technology Services Department
Administrator Shelley Ardis*

Technology Services Projects:

- A total of 230 It Requests have been entered since January 1, 2024. At the time of this report there were 96 open IT Request work orders. The technology team has done a tremendous job managing both large projects and small incidents and issues.

- This year's refresh of digital white boards is underway with some locations getting digital boards for the first time and others getting upgraded to current models.
- The television services have been moved from old coax cable to a digital service system. This project was underway for many, many months to replace televisions and to wire the infrastructure across the campus.
- Staff members attended the Future of Educational Technology Conference (FETC) and the Assistive Technology Industry Association (ATIA) conference. These conferences provide up-to-date information on educational and assistive technologies as well as tips for providing training and support for our students and staff members.

Respectfully Submitted by Shelley Ardis

Administrator of Technology, Outreach, and Parent Services

STRATEGIC PLANNING

**Submitted by Trish McFadden, Executive Director of Training and Quality Assurance
February 2024**

The 2022-2027 Strategic Planning has now entered into Year Two of this plan, and the champions for each Strategic Priority have been working with their teams to review and plan action items for the 2023-2034 school year.

The summaries below are for the areas that have been addressed this past month, and plans for this plan year are listed below.

| 2022-2027 Strategic Plan | |
|--|--|
| <i>CORE VALUES</i> <ul style="list-style-type: none">● Integrity and Respect● Safety and Security● Innovation● Trust | <i>PRIORITY GOALS</i> <ul style="list-style-type: none">● Employee Recruitment, Retention, and Engagement (ERRE)● Success for Students● Everyone Knows Our Name |

Strategic Priority 1: Employee Recruitment, Retention, and Engagement (ERRE) (Champions: Lexi Bucca, Trish McFadden, and Julia Mintzer)

Priority Goal 1: FSDB will increase targeted recruitment activities to attract qualified candidates.

The second job fair of the 2023-2024 school year was held on Wednesday, January 17, 2024, from 4:00 pm to 6:30 pm. Staff representatives from Allied Health, Boarding, Business, Instructional, and Outreach/Technology Services welcomed 24 participants. With 95% of FSDB positions filled as of January 16, we hope to ignite the enthusiasm of potential candidates in the effort to fill the few remaining vacancies. Our next and last job fair for the school year will be held on Friday, June 7, 2024.

As of January 30, 2024, 39 Exit Interviews have been sent, and 17 people completed them (approximately 43%). All completed have been shared with the employee's direct supervisor, the next level supervisor, and the Administrator (PAT member).

Priority Goal 2: FSDB will enhance campus-wide personnel development and succession planning.

The University of North Florida's (UNF) Continuing Education Department submitted a multi-year supervisory/leadership proposal to provide middle and senior-level management training to FSDB Supervisors. The proposal and data collected from the Campus Supervisors' Cohort will be reviewed and submitted to the team.

Priority Goal 3: FSDB will enhance a sense of community through increased employee engagement.

As of January 8, 2024, 45 staff members and families have completed waivers for using FSDB facilities. Popular activities include enjoyment of the walkways, fishing from the bulkhead, outdoor basketball courts, track, playgrounds, Kids Town, and picnic areas.

The Inaugural Field Day was a huge success. Over 100 staff members joined teams to fiercely compete in fun activities such as the water balloon slingshot, beach ball relay, Cobra Ball, rock-paper-scissors relay, and more. The teams demonstrated enthusiasm as they donned their team colors with matching headbands. Awards and superlatives were shared at the end of the event, and Field Day allowed staff members to meet individuals from other departments as they worked and celebrated as a team. The feedback was positive, and a funding request has been generated so that we may host FSDB Field Day 2025.

An ERRE Internal Community Involvement Questionnaire was launched in January 2024. 136 staff members completed the questionnaire. This questionnaire provided feedback on the following topics:

- relation between employee engagement activities and feelings about the work environment,
- level of participation in engagement activities,
- preferred types of activities,
- the frequency and timeframes for activities, and
- the desire to assist with future planning.

The Internal Community Involvement Committee will meet to review the questionnaire and map out future plans for employee engagement activities.

Strategic Priority 2: Success for Students

(Champions: Scott Trejbal and Randi Mitchell)

Goal 1 - FSDB will provide academic accountability to prepare students for post-secondary education.

The Academic Program continues to develop its English Language Arts and Math Curriculum Maps. The curriculum maps will include higher-order thinking questions to support the lesson planning and integration of the new initiatives as part of the Instructional Review with the Florida Department of Education. Teachers and Academic Specialists are learning about developing and implementing higher-order thinking questions in their lesson planning and instruction. As a result, Academic Leaders will see increased use of higher-order thinking questions as they do the look-fors.

Goal 2: FSDB will increase career readiness at all grade levels to prepare students with the skills and experiences necessary to enter the workforce.

First-semester students in the Career Experience course compiled a comprehensive work portfolio representing a semester's worth of effort. This portfolio, which includes skill sets, resumes, cover letters, and letters of recommendation, serves as a tangible showcase of their achievements and development, providing a robust foundation for showcasing their capabilities.

Goal 3: FSDB will increase academic and boarding life-ready instruction to prepare students to be independent.

Skyward issues have been resolved, and staff are now documenting all life skills activities in this system. Work continues aligning the functional assessment to the curriculum. An assessment will be completed for each student to provide a baseline. Subsequent assessments will show each student's progress and the effectiveness of the curriculum.

Strategic Priority 3: Everyone Knows Our Name

(Champions: Michael Johnson and Shelley Ardis)

Goal 1: FSDB will provide targeted communication in order to inform and partner with external stakeholders to increase engagement with FSDB.

The contract to design and publish a new FSDB website was signed in January, and work has begun on this project. We have had three meetings and are working out design and layout templates. We hope to launch the new FSDB website in the Fall before the school year begins.

On Facebook for December, we had 18,184 followers (71 new), 50 posts with a reach of 140,214, and 12,142 page visits. The top post was a photo of Ariana Montoya Delgado at the Jaguars games that reached 33,524 people with 34,887 impressions (576 reactions, 29 comments, and 33 shares). In January, we had 18,260 followers (76 new), 49 posts with a reach of 212,506, and 13,976 page visits. The top post was a photo of the Wrestling team at the Marty Willigan Tournament that reached 53,967 people with 54,868 impressions (396 reactions, 17 comments, and 6 shares).

On Instagram for December, we had 3,114 followers (67 new), 41 posts, 2,933 accounts reached, 1,833 profile visits, and 3,400 interactions (3,000 likes, 36 comments, 56 shares). The top post with 274 likes was a photo of Ariana Montoya Delgado at the Jaguars game. In January, we had 3,161 followers (47 new), 43 posts, 2,741 accounts reached, 1,968 profile visits, and 2,600 interactions (2,336 likes, 16 comments, 87 shares). The top post with 214 likes was a photo of our Cheerleaders at the Clerc Classic.

We livestreamed 31 events, including boys' and girls' basketball games, wrestling matches, and performances from our Dance Troupe and the Music Department.

A variety of key messages were published on the FSDB website to target specific audiences, including a post for potential employees to attend the January Job Fair, a message about applying now for Fall with a link to our Admissions page, and registrations for the online and face-to-face ASL classes beginning this semester.

The annual letter to ESE Directors and district contacts for Deaf and Blind Programs is being sent with *Fact Sheets* to remind each district's team about our resources and provide accurate and up-to-date information for them to share locally.

Goal 2: FSDB will utilize comprehensive and cohesive communication platforms to strategically share events, programs, and news to engage and inform to increase internal stakeholder satisfaction.

Two internal sites were launched this school year to support academic audiences. An internal site for teachers called the Academic Support Center is available, and a site for academic leaders was launched in January called the Academic Leadership Hub. Both sites pull together resources that were previously available in older systems that have been retired and expand on what was shared with additional site features such as embedded calendars, newsletters, and downloadable resources.

Goal 3: As a trusted resource and leader in educating students who are deaf/hard of hearing, blind/visually impaired, and deafblind, FSDB will increase positive engagements with local, state, and national partners.

The Braille Challenge is underway with events in five cities across the state. FSDB is partnering with area school districts as one of the North Florida sites. The Outreach teams are reviewing the engagements that took place in the Fall of the school year and are already planning the activities they will host and be a collaborative partner next school year. Data is being collected from departments campus-wide to identify local, state, and national partners beyond the Outreach and Parent Services Departments.

**February 23, 2024
Action Item Number 1**

**FLORIDA SCHOOL FOR THE DEAF AND THE BLIND
Board of Trustees Meeting**

SUBJECT: Surplus Property

PROPOSED BOARD ACTION

Board approval is requested for the disposal of surplus property. All items had an original purchase value in excess of \$1,000.00.

Attachment: Surplus Property List

Presenter/Department: John Wester, Comptroller

Attention: Julia Mintzer, Business Services Administrator

2/23/2023

Subject: Surplus Review Board Report

| Line No. | FSDB Property Item No. | Property Description | Age | Acquisition Cost |
|----------|------------------------|--|---------|------------------|
| 1 | 53097 | color printer | 15 yrs. | \$2,829.00 |
| 2 | 48224 | medication cart | 22 yrs. | \$2,051.36 |
| 3 | 55314 | 3 seat lounge | 13 yrs. | \$1,213.01 |
| 4 | 47876 | dumpstation fryer | 24 yrs. | \$1,192.00 |
| 5 | 57016 | mobile table bench | 6 yrs. | \$1,666.83 |
| 6 | 56892 | ice machine | 6 yrs. | \$2,916.69 |
| 7 | 56252 | imac | 8 yrs. | \$2,110.00 |
| 8 | 56416 | imac | 8 yrs. | \$2,140.00 |
| 9 | 56622 | macbook | 7 yrs. | \$1,406.00 |
| 10 | 56908 | police radio unity 800gb,10, in a fld rack | 5 yrs. | \$17,254.60 |
| 11 | 42647 | fire ext. filling station | 35 yrs. | \$1,704.28 |
| 12 | 38480 | Ryan lawn aerator | 38 yrs. | \$2,012.99 |
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In accordance with FSDB guidelines, the above list of surplus items exceeding \$1,000.00 have been reviewed by the Surplus Review Board and have been deemed to be outdated, obsolete, irreparable, and of no further use to this school. This list is being submitted for approval for proper disposal and removal from FSDB campus grounds.

Review Board Members:

Signed: _____
Kim Whitwam Director of Purchasing

Signed: _____
Shelley Ardis Director, Technical Services

Signed: _____
Corbett Owens Technology Resource Coordinator

FLORIDA SCHOOL FOR THE DEAF AND THE BLIND
Board of Trustees Meeting

SUBJECT: Operating Budget—Revision #2

PROPOSED BOARD ACTION

Board approval is requested for FY 2023-24 Operating Budget—Revision #2

The budget realignment in the Federal Grants Trust Fund (Fund 2261) will maximize available funding opportunities, net effect zero.

| | | |
|-----------|-----------|--------------------------|
| Fund 2261 | (130,196) | Salaries and Benefits |
| Fund 2261 | 47,574 | Other Personal Services |
| Fund 2261 | 20,622 | Expense |
| Fund 2261 | 62,000 | Operating Capital Outlay |

Attachment: FY 2023-24 Operating Budget Category Revision #2

Presenter/Department: Alison Crozier, Executive Director of Budget Management

**The Florida School for the Deaf and the Blind
2023-24 Operating Budget**

| | |
|---|-------------------------|
| FY 2023-24 SPECIAL CATEGORY - RISK MANAGEMENT INSURANCE (103241) | |
| From General Revenue | \$ 377,820.00 |
| From Administrative Trust Fund | 43,497.00 |
| | |
| FY 2023-24 GENERAL REVENUE FUND (104166) | |
| Salaries and Benefits | 46,866,333.00 |
| Other Personal Services | 3,113,596.00 |
| Expense | 5,861,315.00 |
| Operating Capital Outlay | 1,325,152.00 |
| Food Products | 202,135.00 |
| Special Categories: | |
| Professional Supplements | 167,000.00 |
| Overtime | 138,293.00 |
| Students Home on Weekends | 2,502,717.00 |
| | 60,176,541.00 |
| | |
| FY 2023-24 ADMINISTRATIVE TRUST FUND (104166) | |
| Other Personal Services | 2,500.00 |
| Expense | 2,500.00 |
| | 5,000.00 |
| | |
| * Carry forward appropriation is available if additional grants are awarded. | |
| | |
| FY 2023-24 FEDERAL GRANTS TRUST FUND (104166) | |
| Salaries and Benefits | 1,306,232.00 |
| Other Personal Services | 472,210.00 |
| Expense | 354,713.00 |
| Operating Capital Outlay | 72,000.00 |
| Food Products | 170,000.00 |
| Overtime | 1,500.00 |
| | 2,376,655.00 |
| | |
| * Carry forward appropriation is available if additional grants are awarded. | |
| | |
| FY 2023-24 GRANTS AND DONATIONS TRUST FUND (104166) | |
| Salaries and Benefits | 1,084,976.00 |
| Other Personal Services | 1,190,191.00 |
| Expense | 423,567.00 |
| Operating Capital Outlay | 20,000.00 |
| Overtime | 4,000.00 |
| | 2,722,734.00 |
| | |
| * Carry forward appropriation is available if additional grants are awarded. | |
| | |
| FY 2023-24 SPECIAL CATEGORY - PEOPLE FIRST ASSESSMENT (107040) | |
| From General Revenue | 188,416.00 |
| From Administrative Trust Fund | 43,348.00 |
| | \$ 65,934,011.00 |

**The Florida School for the Deaf and the Blind
2023-24 Operating Budget**

FY 2023-24 SPECIAL CATEGORY - CARRY FORWARD (130300)

(Per Section 1011.57(4), F.S.)

| | | |
|--|-----------|-----------------------------|
| Carry forward from General Revenue | \$ | 24,595,879.41 |
| FY 2022-23 Payables | | 2,970,426.32 |
| FY 2022-23 Encumbrances | | 235,051.99 |
| FY 2023-24 Recommended Projects | | |
| Professional Services - Maintenance/Construction | | 780,340.00 |
| Construction | | 7,855,133.00 |
| Furniture and Linens | | 1,552,782.00 |
| Vehicles and Equipment | | 648,440.00 |
| Technology | | 366,155.00 |
| Safety and Security | | 748,250.00 |
| Structural Enhancements | | 14,700.00 |
| Property Enhancements | | 241,660.00 |
| Mechanical Enhancements | | 37,198.00 |
| Subtotal - Recommended Projects | | 12,244,658.00 |
| Emergency Reserve - System Failures and Disaster Response/Recovery | | 1,200,000.00 |
| Emergency Reserve - Operating | | |
| Minimum of 5% and up to two months average General Revenue expenditures based on the prior fiscal year | | 7,945,743.10 |
| TOTAL CARRY FORWARD FUND | \$ | <u>24,595,879.41</u> |
| FY 2023-24 SPECIAL CATEGORY - NONOPERATING TRANSFER AUTHORITY | | |
| From Administrative Trust Fund (180007) | | 200,000.00 |
| From Federal Grants Trust Fund (180200) | | 16,000.00 |
| From Federal Grants Trust Fund (181259) | | 171,000.00 |
| From Federal Grants Trust Fund (185080) | | 200,000.00 |
| From Federal Grants Trust Fund (220030) | | 20,000.00 |
| From Grants and Donations Trust Fund (181259) | | <u>20,000.00</u> |
| FY 2023-24 TOTAL APPROPRIATED FUNDS | \$ | <u>91,156,890.41</u> |

**The Florida School for the Deaf and the Blind
2023-24 Operating Budget**

History:

7-1-23 All figures, except carry forward and nonoperating transfers, tie to Laws of Florida, Ch. 2023-239

8-17-23 Per EOG Memo #24-006 Casualty Insurance Realignment - Category 103241

| | |
|-----------|------------|
| Fund 1000 | 115,652.00 |
| Fund 2021 | 5,895.00 |

9-5-23 Per EOG Memo #24-008 Pay Increase Distributions

| | |
|-----------|--------------|
| Fund 1000 | 1,748,051.00 |
| Fund 2261 | 54,012.00 |
| Fund 2339 | 35,090.00 |

9-5-23 Per EOG Memo #24-009 State Employee Retirement Adjustments

| | |
|-----------|------------|
| Fund 1000 | 512,892.00 |
| Fund 2261 | 15,848.00 |
| Fund 2339 | 10,296.00 |

9-6-23 Per EOG Memo #24-010 Human Resources Services Appropriation Adjust. - Category 107040

| | |
|-----------|----------|
| Fund 2021 | 4,021.00 |
|-----------|----------|

9-8-23 Per EOG #A2024-FP7 Agency Discretionary Pay Plan, effective 10-1-2023

| | |
|-----------|------------|
| Fund 1000 | 509,636.00 |
| Fund 2261 | 25,857.00 |

1-30-24 Budget Realignment - Category 104166

| | | |
|-----------|--------------|--------------------------|
| Fund 2261 | (130,196.00) | Salaries and Benefits |
| Fund 2261 | 47,574.00 | Other Personal Services |
| Fund 2261 | 20,622.00 | Expense |
| Fund 2261 | 62,000.00 | Operating Capital Outlay |

February 23, 2024
Action Item Number 3

FLORIDA SCHOOL FOR THE DEAF AND THE BLIND
Board of Trustees Meeting

SUBJECT: Annual Contract for Attorney Services

PROPOSED BOARD ACTION

Board approval is requested to enter into contracts for the 2024-2025 fiscal year for attorney services. Currently, the school contracts with the following firms:

Constangy, Brooks, Smith and Prophete, LLC – General Counsel and Human Resources Matters

RISE, Inc. – Special Education Matters

NOTES:

Included within the Constangy, Brooks, Smith, and Prophete, LLC contract are the subspecialty services of the Upchurch, Bailey, and Upchurch firm, on an as-needed basis.

The Constangy, Brooks, Smith, and Prophete, LLC contract has no change in rates per hour from 2023-2024 (Partner/Senior Counsel at \$246.00 and Associate at \$233.00).

The RISE, Inc. (Resolutions in Special Education, formerly known as the Weatherly Law Firm) contract has no change in rates per hour from 2023-2024 (Attorney at \$200.00 and Paralegal at \$75.00).

Presenter/Department: Julia Mintzer, Administrator of Business Services

February 23, 2024
Action Item Number 4

FLORIDA SCHOOL FOR THE DEAF AND THE BLIND
Board of Trustees Meeting

SUBJECT: Kramer Hall Renovation

PROPOSED BOARD ACTION

Board approval is requested to enter into a contract exceeding \$2,000,000 for the renovation of Kramer Hall.

Note: The most recent opinion of cost as of December 4, 2023 has this project estimated at \$7,682,843. The budgeted amount for this project will not exceed \$7,766,758. This project has been prioritized in alignment with the Educational Plant Survey, the Campus-Facilities Master Plan, and the Public Education Capital Outlay Legislative Budget Request.

Presenter/Department: Guy Maltese, Executive Director of Safety and Facilities Operations

**FLORIDA SCHOOL FOR THE DEAF AND THE BLIND
Board of Trustees Meeting**

SUBJECT: 2024-25 Board of Trustees Meeting Dates

PROPOSED BOARD ACTION

Board approval is requested for the 2024-25 Board of Trustees Meeting dates. This list also includes Workshops, Audit, Endowment/Investment, and Enrollment Committee meetings.

Attachment: Proposed Dates 2024-25 BOT Meetings

Presenter/Department: Tracie Snow, President



Florida School for the Deaf & the Blind

Proposed Dates for 2024-2025 Board of Trustees Meetings

| | |
|---|---|
| <p>August 23, 2024</p> <ul style="list-style-type: none"> • Board Workshop • Board Luncheon • Regular Board Meeting | <p>September 27, 2024</p> <ul style="list-style-type: none"> • Enrollment Committee Meeting • Audit Committee Meeting • Regular Board Meeting |
| <p>October 2024 No Meeting</p> | <p>November 1, 2024</p> <ul style="list-style-type: none"> • Endowment/Investment Committee Meeting • Regular Board Meeting |
| <p>December 6, 2024</p> <ul style="list-style-type: none"> • Enrollment Committee Meeting • Regular Board Meeting | <p>January 24, 2025</p> <ul style="list-style-type: none"> • Regular Board Meeting |
| <p>February 28, 2025</p> <ul style="list-style-type: none"> • Audit Committee Meeting • Regular Board Meeting | <p>March 2025 No Meeting</p> |
| <p>April 4, 2025</p> <ul style="list-style-type: none"> • Enrollment Committee Meeting • Endowment/Investment Committee Mtg • Regular Board Meeting | <p><u>Please NOTE Changes to the Schedule...</u> Thursday, May 22, 2025 – Blind Graduation & BOT Meeting</p> <ul style="list-style-type: none"> • 8:30 am Regular Board Meeting • 10:00 am Board Brunch • 12:00 pm Commencement Ceremony for the Blind Class of 2025 <p>Friday, May 23, 2025 – Deaf Graduation</p> <ul style="list-style-type: none"> • 8:00 am – Deaf Senior Breakfast • 11:00 am – Commencement Ceremony for the Deaf Class of 2025 <p><i>**Event start times are subject to change and will be determined as the schools finalize graduation plans.</i></p> |

Meeting start times will be announced at a later time.