



# Agenda

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

Moore Hall, Center for Learning and Development  
April 12, 2024, at 10:45 a.m.

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<b>I. <u>Call to Order</u></b>	
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<b>III. <u>Roll Call</u></b>	
<b>IV. <u>Teacher of the Year and School Related Employee of the Year Recognition</u></b>	
<b>V. <u>Public Comments</u></b> Limited to three minutes per person with a maximum of 45 minutes per meeting for all public comments.	
<b>VI. <u>Executive Session</u></b>	
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<b>XII. <u>New Business</u></b> USAA – Property Damage Claim—Mr. Damon Kitchen, Board Counsel Enrollment and Outreach Committee Report –Dr. Zavelson, Committee Chair Endowment Committee Report and Action Items – Mr. Hadley, Committee Chair	
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<b>XV. <u>Adjournment</u></b>	



# 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  
February 23, 2024, at 9:45 a.m.

## Attendance

Present: Mrs. Christine Chapman, Mr. Terry Hadley, Mr. Matthew Kramer, Mrs. JuneAnn LeFors, and Dr. Thomas Zavelson, Mr. Owen McCaul attended virtually via Zoom.

## 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 9:45 a.m.

## Pledge of Allegiance

Deaf Middle School student Reagan Spiller and Blind Middle School student Madison 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 January 19, 2024. 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.

- Athletics
  - 9–12-year-old youth basketball league students from Deaf Elementary won the championship.
  - The wrestling team was away at the regional competition in Wewahitchka, FL. Additionally, three wrestlers placed in districts: Joshua Newman, 11<sup>th</sup> grader, took second place in his weight class; Antonio Riggins, 10<sup>th</sup> grader, took second place in his weight class; and Ajani Zaharia, 12<sup>th</sup> grader, took first place in his weight class.
  - The cheerleaders are in Oklahoma for the National Deaf Cheer Competition.
  - Kayla Debrow, 11<sup>th</sup> grader Deaf HS Basketball player, made her career 1000 points shot at the last game of the season.
  - The flag Football team won their first game.
  - Our Track teams placed at the first meet. Girls placed 3<sup>rd</sup>, and the Boys placed 6<sup>th</sup>.

- The Board was invited to the Teacher(s) of the Year and School Related Employee of the Year that will be dinner at the President’s residences.
- Dr. Gustetic’s tenure has ended, and he is off enjoying his time on the golf course. In his place is Angel Arizaga, who had the opportunity to be mentored by Dr. Gustetic since November. The Board welcomed Mr. Arzaga to FSDB.

**Department Updates**

**Business Services**

Julia Mintzer, Administrator of Business Services, explained that the Department of Education was on campus to complete the Educational Plant Survey. They came out to measure every space to make sure that all spaces were being utilized as per the Florida Inventory of Schoolhouses (FISH). Ms. Mintzer explained the importance of this document being accurate. She thanked Guy Maltese and his team for doing a pre-audit.

Mr. Dave Hanvey, USB Financial Advisor, provided an update on the FSDB Endowment Funds I & II and current market conditions.

**Strategic Plan Updates**

Ms. Trish McFadden, Executive Director of Training and Quality Insurance; Mr. Scott Trejbal, Administrator of Instructional Services; Ms. Shelley Ardis, Administrator of Technology, Parent Services, and Outreach; and President Snow provided the Board with updates on how the Strategic Planning team is working on their specific and combined goals.

**Action Items**

**Action Item #1 - Surplus Property**

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

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

**Action Item #2 – Operating Budget—Revision #2**

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Board approval was 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

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

### **Action Item #3 – Annual Contract for Attorney Services**

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Board approval was 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 Matter.

#### **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).

***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 – Kramer Hall Renovation**

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Board approval was 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.

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

### **Action Item #5 – 2024-25 Board of Trustees Meeting Dates**

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

***Mr. Kramer moved to accept Action Item #5, as presented. The motion was seconded by Mrs. LeFors and carried unanimously by the Board.***

### **New Business**

#### **Audit Committee Report and Action Items**

Mr. Hadley, Chair of the Audit Committee, stated that the Audit Committee had a meeting earlier, and two action items required Board approval.

#### **Audit Committee Action Item #1 - Internal Audit**

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Board approval was to renew the contract with Mauldin and Jenkins for the 2024-2025 fiscal year to provide internal audit and financial statement services.

	<u>2024-2025</u>	<u>2023-2024</u>
Partner	<b>\$320.00</b>	\$310.00
Director	<b>\$310.00</b>	\$300.00
Manager	<b>\$230.00</b>	\$220.00
IT Specialists	<b>\$315.00</b>	\$305.00
Senior Associate	<b>\$200.00</b>	\$190.00
Associate	<b>\$175.00</b>	\$165.00

***Mr. Hadley, as committee chair, moved to accept Action Item #1 as approved by the Audit Committee. The Board carried the motion unanimously.***

**Audit Committee Action Item #2 - Audit Committee – Endowment Audit**

Board approval was requested to renew the contract with Carr, Riggs, Ingram for the 2024-2025 fiscal year to conduct the Annual Audit of Endowment Funds (Fiscal Year Ending June 30, 2024) and Limited Procedures Engagement (Student Accounts and Student Club/Class Organization Accounts).

	<u>2024-2025</u>	<u>2023-2024</u>
Annual Audit of Endowment Funds	<b>\$24,640.00</b>	\$22,000.00
Limited Procedures Engagement (Student Accounts)	<b>\$3,080.00</b>	\$2,750.00
Limited Procedures Engagement (Club/Class Org. Accounts)	<b>\$3,080.00</b>	\$2,750.00

***Mr. Hadley, as committee chair, moved to accept Action Item #2 as approved by the Audit Committee. The motion was carried unanimously by the Board.***

**Unfinished Business**

No unfinished business.

**Board Comments**

Mr. McCaul was grateful to be able to attend the meeting virtually today, and he was happy to see the students and hear about the athletics. All the Trustees were delighted to have Mr. McCaul after his absence. They are thankful for all the hard work and dedication of the administration, faculty, and staff.

**Adjournment**

The meeting adjourned at 11:01 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



FSDB has a lively school community that cares about our students' success. We have started to weave employee engagement and recognition into the fabric of our community because we see the incredible dedication, passion, and caring commitment of staff. They invest their time, energy, and talents daily into their profession and the students. Through the collective effort of our school community, we have created an environment where every child feels supported and encouraged to do their best and thrive.

I want to take a moment to recognize the efforts of our teachers, school leaders, and academic staff members. Recently, I gave our tour to some educational leaders from another state, and they repeatedly commented on the enthusiasm, engagement, and genuine caring they observed while traversing the campus. They shared high praise for the interactions they saw between staff and students and the collaboration between colleagues. I genuinely believe, and these visitors confirmed, that you only need to walk around the different programs to see the sense of belonging, commitment, and culture of continuous improvement.

This month, we recognized and celebrated our Teachers of the Year (TOY) and School Related Employees of the Year (SREOY) with a breakfast for our 2024-2025 honorees and dinner with school leadership for our 2023-2024 honorees. Both gatherings were made special because each TOY and SREY shared their WHY related to FSDB and how they believe they contributed to the success of each student. They shared their thoughts on how they learned about FSDB, their lifelong passions, the joy in seeing students learn and grow over the years, being part of a professional community of experts in the field of deafness and blindness, and knowing that they can grow and thrive here.

I am grateful for the teachers and staff members across campus who step up every day with a growth mindset and positive attitude, and I genuinely believe they have a vital role in shaping the future of our students and our school. It was an honor to recognize their dedication and celebrate their impact. I look forward to presenting our 2024-2025 Teachers of the Year and School Related Employee of the Year at this month's board meeting.

We're fostering staff engagement through learning opportunities like our *FSDB Values Flash Focus Fridays with the President*. In March, staff from the academic program participated in our second session focused on Safety and Security. Participants were able to discuss various questions and scenarios focusing on the safety and security related to our stakeholders' well-being. Through discussions and surveys, over 100 staff members shared insights on the importance of reviewing and discussing our FSDB values. Their feedback emphasized the significance of creating a safe and inclusive environment for our students and stakeholders where we can all grow and thrive. As we continue these discussions in April and May, I'm confident that our collective commitment to our values will only strengthen, ensuring the well-being and success of our entire school community.



The 2024 Legislative Session ended on March 8, 2024, with 1,902 bills filed and 325 passed (17%). The bill most significant to the Florida School for the Deaf and the Blind is the Appropriations Bill. At this time, the appropriations bill which passed the Legislature has not yet been presented to the Governor. Once that is done, his office will have 15 days to review and line-item veto any appropriations or provisions the Governor opposes.

The Fiscal Year 2024-25 General Appropriations Act, the state budget, appropriated \$117.5 billion for Fiscal Year 2024-25, representing a \$947 Million (0.81 Percent) increase to the current fiscal year budget. (\$49.4 billion in general revenue funds, \$38 billion in federal funds, and \$30 billion in state trust funds). This bill goes into effect July 1, 2024.

In this budget, FSDB appropriated \$68,291,203 in operating funds and \$13,545,443 in fixed capital outlay (\$1,236,373 general revenue and \$12,309,070 from PECO funding). **These amounts represent an increase of \$2,842,580 in operations for general workload and expenditures as determined by FSDB, \$5,357,290 for the continuation of maintenance and repair expenditures, and \$8,188,153 for the construction of McClure Hall.**

State employees received a 3 percent raise and no increase in health insurance costs.

The Governor has suggested at least one special session before the November elections. The topic proposed relates to immigration. However, this has not been finalized at this time. Pending any special sessions called by either the Governor or the Legislature, the next time the Legislature is generally expected to reconvene is November 18 in a reorganizational session following the November elections.

**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 prior to the onset of the legislative session.
- House & 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.
- With the consensus of House & Senate, the Governor 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
<b>ACU Visits</b> (*Total includes all students that were assessed in the ACU clinic as a "Walk-ins", "Scheduled Appts." "Physicals", "Vision Screenings", and "Miscellaneous.")	3,221	287	561	614	495	278	439	547			
<b>TCU Visits</b> (*Total includes all students that were admitted to the TCU.)	217	9	37	45	22	23	42	39			
<b>Admission Interviews</b>	65	18	7	7	6	5	10	12			
<b>Eye Clinic- Specialty</b>	23	0	5	7	7	4	0	0			
<b>PDC Clinic- Specialty</b>	66	0	9	13	10	6	15	13			
<b>Psychiatry Clinic- Specialty</b>	23	0	4	2	5	3	6	3			
<b>Off Campus</b> (*ER visits, Ophthalmology, Home)	9	3	0	3	0	1	1	1			
<b>Totals</b>	<b>3,624</b>	<b>317</b>	<b>623</b>	<b>691</b>	<b>545</b>	<b>320</b>	<b>513</b>	<b>615</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Sofia 2 Testing</b>	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	252	27	33	36	35	24	47	50			
Quidel Influenza A & B Test	236	20	24	39	34	20	50	49			
Quidel SARS Antigen	241	21	29	42	32	21	48	48			
	<b>729</b>	<b>68</b>	<b>86</b>	<b>117</b>	<b>101</b>	<b>65</b>	<b>145</b>	<b>147</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Physicians/ Specialists</b>	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	343	31	51	66	68	34	26	67			
Medical Director/ Pediatrician	68	0	9	13	12	6	15	13			
Ophthalmologist	23	0	5	7	7	4	0	0			
Psychiatry	24	0	4	3	5	3	6	3			
	<b>458</b>	<b>31</b>	<b>69</b>	<b>89</b>	<b>92</b>	<b>47</b>	<b>47</b>	<b>83</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Dental Report

<b>Dental Clinic Procedures</b>	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	73	5	22	9	13	0	12	12			
X-ray	34	0	2	1	21	2	7	1			
Emergency	7	0	0	1	2	0	1	3			
Other	21	17	0	3	0	1	0	0			
Operative	33	0	0	8	0	12	0	13			
Surgical	0	0	0	0	0	0	0	0			
Preventative	0	0	0	0	0	0	0	0			
Screening	27	0	0	11	0	6	0	10			
Exam	59	0	0	15	0	4	0	40			
	<b>254</b>	<b>22</b>	<b>24</b>	<b>48</b>	<b>36</b>	<b>25</b>	<b>20</b>	<b>79</b>	<b>0</b>	<b>0</b>	<b>0</b>

<b>Dental Staff</b>	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	87	0	0	36	0	22	0	29			
Hygienist	131	22	24	12	36	3	20	14			

## **OT/PT**

Spring has sprung in OT/PT! The halls of the therapy department are awash with vibrant colors, eggs, bunnies, and beautiful hand-crafted spring butterflies made by the OT students! This has been a fun activity for the students and allowed them to exercise many OT skills, including fine motor, visual-motor, visual perceptual, perceptual motor, and sensory motor skills. The butterflies will eventually transform into Mother's Day presents, but we enjoy them now. If you'd like to see our butterfly garden, please feel free to take a stroll through the OT/PT department.

The Annual Egg-stravaganza has also been underway in OT/PT. The students have been so excited to see who will pick an egg that contains a GOLDEN TICKET! The Golden Tickets lead to stuffed bunnies and a few delicious treats. The eggs are hung across the bulletin board; you never know what you will find inside! The kids love the chance to pick an egg after each session!

PT has been busy around campus now that the weather has grown a bit warmer. There have been many opportunities to explore our beautiful campus while working on PT goals. The PT goals can be anything from tricycle riding, unassisted uneven terrain walking, and distance walking to work on stamina and stairs. It is always nice to get out of the PT gym and do training in the actual school setting.

We are looking forward to seeing how the end of the school year unfolds. We are sure there will be many memorable moments to share with you on the next board report. Until then, Happy Spring!!

## **Speech & Audiology**

The Speech & Audiology Department provides IEP therapy services to students, attends IEPs and Admissions meetings, and performs required evaluations. We continue to advertise for our open positions, with interviews planned for the month of April.

Lizzy Owens' (SLP) ELC and DES students have been working on using multiple modalities to communicate, reading books about Spot the Dog (quite a hit), and using farm animals to teach vocabulary and learning to listen to sound.

Sharon Griffiths (DES) reported that some of her students with speech approximation/articulation benchmarks have been playing a game they love called Letter Oops! The student selects a letter card, tells the name of the letter, and the sound it makes, and then generates a word using the initial sound. If they pick a card that says "oops" then all their cards go back into the deck!

In the Deaf High School, Paige Barber's students have been working hard in speech and language therapy. The focus recently has been on categorization and word association skills. Students participate in language activities, including convergent (naming the category) and divergent categorization (naming group members of a category) activities. Semantic mapping has been successful at creating a visual for vocabulary and how words relate. This activity uses word maps and other graphic organizers to support vocabulary skills. Even with exciting end-of-the-year activities approaching, Mrs. Barber continues to be impressed by her students' motivation and focus on communication goals in the therapy setting.

Also, in the Deaf High School, speech-language pathologist Sally Satin's students are highly motivated to develop their Standard English writing skills. One of the preferred activities is correcting Ms. Satin's (intentionally) disastrous passages. A passage is written on the Smart Board, and then students write how many errors there are. She loves it when the students sign, "Hold... don't help me...," because they are motivated to find the last and trickiest error by themselves.

## **Mental Health Department**

### **Department Happenings**

Some fabulous talent at FSDB was showcased on February 6th, 2024, at the 2023-2024 FSDB Talent Show! It was a phenomenal night of singing, comedy, magic, dance, and instrument playing. The students tried out on January 18th to make the final cut of the Talent Show. We had 28 auditions, and 14 we selected. We wish all of them could have performed for the actual show, but it would have been an all-day affair then! The students showed real guts and talent at the tryouts. There were three judges, and the students were judged based on Showmanship, talent/creativity, stage presence, quality, entertainment value, and family friendliness. We had three judges: Dr. Fernande Fortune, Mrs. Ileana Ruiz, and Ms. Cynequa Elmore. The students who were in the top 14 came to two rehearsals and, of course, a performance night! It took a lot of dedication for this event. Preparation of talent, practicing, tryouts, rehearsals, and the event. We were all blown away by each student's grit and talent! Mrs. Laura Pamer and Mrs. Alessandra French were partners in putting on this great event for the students to have another opportunity on campus to express themselves. We could not have pulled this amazing event off without the help of Mrs. Lucy Mitchell, Dr. Erica Wortherly, and Ms. Sydney Kabrich, coming to help that night to make sure the show ran smoothly backstage. Mr. Scott Botelho and his staff of students were amazingly helpful and were such great teammates when putting on this event. The students had a blast performing, and they all left with their heads held high and feeling proud of themselves. And, of course, We were super proud of them too!

The mental health team members demonstrated their cohesiveness while supporting students following the loss of one of our Deaf High School students. At a time when many were grieving the death of their friend and classmate, the team's strengths and skills of being sensitive, compassionate, flexible, and patient were visible to students and staff.

Dee Stoddard is working with a representative from the Department of Children and Families to provide staff training in April. The purpose of the training is to ensure that services are sensitive to the needs of our FSDB students and staff.

Dan Binder has worked diligently with Deaf Elementary and ELC to begin implementing Tier Two Interventions (smaller groups of students) for the Zones of Regulation. These students were identified as needing additional support beyond the instruction provided to all students.

Erica Wortherly completed the Doctor of Social Work program at Capella University in March 2024. She began the program one month prior to being hired at FSDB in 2020. The DSW prepares graduates for advanced clinical practice, field research, higher education, and administration.

## **Culinary Department**

Our department continues to focus on expanding our selection of tasty and nutritious items to the meals provided for our students. This initiative has resulted in receiving very positive feedback from our students, as we often receive comments from our students expressing their appreciation for the food quality and selection. Some of our initiatives, which have been a huge success, include the addition of an appetizer night at dinner. We've also added additional items to the breakfast and lunch menus, including a spicy chicken sandwich to the lunch menu and avocado toast, and chicken Spanish frittata to the breakfast menu.

Also, we're very excited to announce that fryers and pizza ovens were recently installed in our large cafeteria, which will certainly be well received by our students.

Our involvement in the "Farm to School" program continues to provide positive benefits to our students. During the month of March we receive radish. During April we expect to be receiving watermelon.

Thus far, our meal reimbursements for this year have exceeded last year's reimbursements, including the following total reimbursements:

January- \$22,279

February- \$28,696

During the month, we hosted two events that went exceptionally well, including a Valentine's Day Cookie event and a BMS Field trip to the cafeteria.

Over the month, we've had staff changes, including the retirement of Rose Livengood, who served as one of our two Assistant Culinary Directors, and the hiring of new staff members to fill two position vacancies.

## **Health Care Center (HCC)**

We want to welcome Gloria Abiad to the Health Care Center Team! Gloria has been a nurse for over 20 years. She holds her Master's in Nursing.

**Angel L. Arizaga**

Angel L. Arizaga  
Administrator Allied Health Services



## **Apartment Program**

### ***Young Men***

- The students enjoy supporting FSDB sports and have attended several events recently, including Track and field, flag football, and basketball. Prom is closely approaching, and our young men are excited about the annual dance.
- Track and flag football season has been great. During this time, students cheered on their fellow peers while interacting with one another in a public environment.
- Many seniors enjoy going off campus to support local businesses in our community. The students demonstrate a high level of maturity during their off-campus time. They want to explore new areas and create memories with their peers. These off-campus trips also allow staff to relax and get some fresh air.
- One of the year's highlights is our upcoming social event at a local restaurant. We emphasize the importance of table etiquette, including why and how we add gratuity to our dining bill.
- Before they transition to college, the workforce, or adult living programs, we annually host a dinner in the apartments and award our seniors with departing gifts for all their hard work this school year.
- Our ultimate goal is to help our young men obtain valuable life skills and information to prepare them for a lifetime of success.

### ***Young Ladies***

- Valentine's Day is the day we celebrate love. This day tends to focus on the love of a significant other, and most ladies feel left out. To ensure everyone feels included and loved this year, a 'lovely duck' was given to each student and staff member in the girls' apartments. The ducks were heart-themed and replicated various animals: monkeys, cows, dogs, squirrels, and pigs. The objective was met; we had smiling students and staff on Valentine's Day.
- The Empowerment Hour event on February 28 was titled 'Paint and Sip Juice.' Students were told to find an image for inspiration or paint whatever they wanted. While painting, students were focused and calm, and we saw several of our students' artistic skills during this session. Even some staff members painted an image. Empowerment Hour focuses on students engaging with each other instead of being on electronic devices. This event lasted for two hours, and the only complaint we received was wanting to stay longer to paint. Since the girls enjoyed this event, we are planning another event based on positive affirmations.
- The apartment girls have been learning new ways to make cooking easier. We currently have students learning to use new appliances. Students are learning to use a digital scale for measuring and a dicer/chopper for vegetables. We now have students willing to chop onions with the assistance of a food processor. Before using a food processor, students would complain about the smell or their eyes burning.
- This month we've had an increase in students using slow-cookers and the air fryer. The new favorite item to cook in the air fryer is steak. Students also learned the various levels of doneness for steak. Well-done and medium-well are popular doneness levels with our students.

In the slow cooker, students have made soup and Spanish chicken. Students are enjoying the use of appliances to speed up meal preparation.

- Upcoming Empowerment Hour activities: game night and journaling.

## **Blind Department**

### Kramer Hall

- During February, the Kramer students had an informative Bullying Prevention session led by Officer Shawn O'Brien of FSDB Police Services. At the end of the session, they were able to define bullying and describe the right and wrong ways to treat friends.
- They enjoyed newer games from our Interactive Gaming Program led by Kramer staff member Noah Eagle. The motion games communicate audibly, and all students, blind and visually impaired, can participate.
- We launched our Music Appreciation Program led by Kramer staff member Dawson Bass. The plan for this ongoing activity is to expose the students to different genres of music and instruments. The students are enjoying learning to play the guitar, electric drums and accordion.
- The Kramer boarding program continues to flourish. We had a welcome party for our new student, Shanteria. The current students had an opportunity to tell her what they love about FSDB and how excited they are to have her join us. We enjoyed treats, music, and dancing.
- The students also auditioned for the music theater production of *Music Man Kids*. The lead role of Harold Hill was awarded to Kramer Hall's student, Isaiah! We look forward to seeing all the students participate.
- We enjoyed many Valentine's activities: arts and crafts, giving Valentine's Day cards to the cafeteria staff, custodians, and nurses, and coloring Valentine's coloring pages.
- Lastly, we had our annual Valentine's dinner and dance. The students dressed up, ate a fancy spaghetti dinner, danced, and socialized with their peers. All the students had a great time.

### Cary White

- Winter is the time of year when ennui sets in. We have reviewed rules and lessons and reminded students, "You know better!" But learning never stops. Every reminder is an opportunity to add a level of skill and information.
- Health and safety are ongoing lessons. The importance of physical activity and appropriately warm clothing are two essential things we explore through the cooler weeks. Middle School students build on their kitchen skills throughout the year, and during sniffle season, we spend extra time working on sanitary procedures in food prep and service.
- At this point in the year, we expect students to take more responsibility for themselves and demonstrate an understanding of what they need to do for their health and well-being. A recent presentation by the Campus Police on the dangers of vaping has opened some important lines of conversation about how choices made even at this young age can have lifelong consequences.

### Koger Hall

- Koger Hall celebrated our Student of the Quarter for the first and second quarters. Freshman Jazmine was awarded Student of the Quarter for the first quarter, and junior Calli was awarded Student of the Quarter for the second quarter. Both students were nominated by their staff for taking care of their responsibilities in the Boarding Program and respecting everyone they

encountered. We also congratulate the four PBIS ticket drawing winners: MJ, Janna, Calli, and Kendall.

- Koger Hall is happy to announce that we have gained two new students. Rylee is a 15-year-old freshman from Citrus Springs. Rylee and her parents decided to come to FSDB for her to learn braille and become more independent with her living skills. Besides being homesick sometimes, Rylee says dorm life is fun and that she is making friends.
- Serraya is also a 15-year-old freshman and is from Madison, Florida. Serraya and her family came to FSDB because we offer extra benefits for Serraya as a visually impaired student. She says her experience here has been great, and she enjoys making new friends.

#### MacWilliams Hall

- MacWilliams Hall and Koger Hall will have our spring cookout on March 21. We will celebrate the beginning of spring and the final quarter of the school year.
- MacWilliams Hall staff and students will host Kramer Hall staff and students on April 16 for a spaghetti dinner. This is the first time we have hosted the Kramer students, and if all goes well, we may consider making it an annual tradition. MacWilliams students get a deep fulfillment by modeling for the younger students.
- April 4 is Prom, and MacWilliams staff are preparing to assist our young men with making sure they look sharp in their tuxedos – prepping their suits, ironing shirts and slacks, and tying ties. This is one of our favorite times of the year.

### **Deaf Department Elementary and Middle School**

#### Vaill Hall

- The James Hall and Rhyne Hall students will head to Vaill Hall to complete their community service. Some of the James Hall Honor Dorm girls will assist some of the Vaill Hall students with their reading. The younger students love it when the older students help them, and we love seeing student-led instruction, which helps with the buy-in from the elementary students. Some students from Rhyne Hall will come to instruct boys about keeping their rooms clean. Students from Rhyne Hall previously assisted our boys with making cards, decorating cookies, and cleaning up afterward. They answered questions our students had about high school life.
- Vaill Hall students will travel to the Alligator Farm on April 4. They will learn about animals and history while practicing how to behave in public, stay in a group, cooperate, and respect others. The trip also creates opportunities for them to build relationships with staff and other students by sharing a fun experience and enjoying leisure time. Vaill Hall staff taught lessons in March about honesty, integrity, and trustworthiness. Students played games, participated in discussions, and completed coloring sheets. Vaill Hall students did well on their previous trip to Ripley's Believe It or Not! and had a wonderful time!
- In February, Police Services taught our students about good cyber citizenship. Police Services will come back in April to instruct our students about character. Vaill Hall staff focus on developing critical thinking and problem solving by providing a scaffolding of support and suggestions for everyday dilemmas and difficulties. Students are prompted to resolve everyday issues by considering different solutions and choosing. We then ask thought-provoking questions about the result and what we can do differently next time.
- Our younger students have been learning about sharing, turn-taking, walking, not running, and staying with the group. All our students have been learning kindness when others are not



looking. When a mistake happens, we use a letter template that offers an apology, the reason the action was wrong, and what the student will do next time. Staff member Caden Frost was inspired when he found this letter. Caden was happy to share this letter with his team. We now use it to help students think about their behavior, how it affects others, and conflict resolution.

- We have two students to recognize in Vaill Hall: Paislee and Branlin. We are so proud of Paislee in her progress of thinking about her emotions and resulting behavior. Paislee continues to grow and enjoys being a teacher and role model for others. She loves to earn time with her supervisor to play games, help run errands, and complete small tasks. We are also proud of Branlin, who initially did not want to be in the dorm. He loves spending time with his family and gets very homesick. However, he is now thriving in the dorm, improving his language and social skills and setting a good example for other students most of the time. He loves to earn time to play the Nintendo Switch with good behavior.

#### Bloxham Hall (Gregg Hall)

- As winter sports winds down, our girls have been keeping busy. The first week of February, our 1st-floor girls enjoyed spaghetti night. They planned a nutritious menu, prepared their meal with staff guidance, learned to set a lovely table (complete with fresh-cut flowers), and reviewed table manners. They enjoyed spaghetti with meat sauce, salad with cucumbers, and garlic bread. It was a delightful way to work on curriculum skills.
- Girls from both floors made Valentine's goodie bags for our BES and DES dormitory students. The bags included multi-sensory Valentines for our blind/VI or deaf/HH students. On Valentine's Eve, our girls enjoyed a dance hosted by our recreation department. The staff and students prepared various savory and sweet treats on Valentine's Day. They spent the afternoon cooking and playing games, then enjoyed their treats in between more games.
- Our girls have enjoyed supporting our flag football team. We have one DMS girl, Jordan, on the team. Our girls have been hitting the books when not spending evenings at Rec or football games. The top three readers for the quarter on each floor receive a small prize. Additionally, the girls earn their lines while competing in a challenge set by their dorm supervisor. If 75% of the girls meet their required number of lines on May 14, the students will vote to pick the supervisor's new hair color. If 100% meet their goal, the supervisor will shave her head!
- With more free time in March and the return of warmer weather, our girls have been spending more time outside. Some girls go outside during reading time, and many enjoy playing basketball against the DMS boys after dinner. Our weekly yoga class with Christian Rivera, the Deaf Middle School Behavior Specialist, also happens outside on our beautiful spring days! Finally, our girls gave the dorm a good deep cleaning as we went home for Spring Break.

#### McLane Hall

- The McLane Hall boys were excited to return after Spring Break and jumped into the dorm routine. Our boys involved in Track are already looking forward to the next track meet. The others not involved in Track are excited about attending the games and cheering them on.
- During our weekly staff meeting on Thursday before Spring Break, the McLane staff were shown how much they are appreciated with Publix subs and appetizers. They expressed gratitude for being appreciated and acknowledged, all thanks to the advancement office for sharing the employee engagement funds. I plan to show my staff FSDB's appreciation again with the remaining funds in April and May.

- Our boys are grateful for our PBIS store being fully stocked year-round. Thanks to the advancement office and Karen Kolkedy for providing the PBIS funds. The PBIS incentives are an excellent way to improve student behavior, and the number of Skyward referrals has reduced significantly over the year. To purchase things in the PBIS store, the boys would have to behave and/or do something extraordinary to earn dragon dollars. The boys also earn 'House Points' for their pod by earning dragon dollars. We have three pods in McLane Hall, and the pod with the most House Points in a quarter will win a trip to a local restaurant. The First-floor west (1W) pod won the first quarter, and the 2E pod won the second quarter. Whoever wins the third quarter will travel to a local Chinese buffet restaurant. The boys are working hard to earn House Points, and at the same time, they are developing a natural habit of behaving and being respectful every day.
- In March, we had Officer O'Brien stop by to give an informative presentation titled "Vaping: More Dangerous Than You Think." Our boys were engaged and attentive, and they asked many questions at the end of the presentation. Next month, in April, Officer O'Brien will revisit us to talk about "Ten Ways to Stay Safe on the Internet." We are looking forward to having him here again at McLane soon!

## Deaf Department High School

### James Hall

- Our students continue to follow the characteristics and traits of PBIS. These past few weeks, we've been working on honesty. We teach our students the advantages of being honest versus the disadvantages of being dishonest. This curriculum was eye-opening for our girls; they understand the importance of honesty.
- We continue recognizing our Students of the Week and Students of the Month. The following students have been our Students of the Week: Dionni, Mariska, Ann, Megan, Ashlyn, and Genesis. These young ladies have shown outstanding character with their peers and their staff.
- Our Students of the Month are Annabelle and Jahnea. Showing good character, willingness to help, and being an all-around good student is what the staff look for and recognize to nominate students. Kudos to Annabelle and Jahnea.
- All the James Hall students participated in community service. They made encouraging signs to support their dorm mate, Kayla. The girls made signs for Kayla, making 1000 career points in her basketball career. Go Kayla!

### Rhyne Hall

- The boys were busy last month with dorm activities before Spring Break. Staff continued to monitor them and remind them to be responsible with their daily life skills.
- We want the boys to be more involved in community service projects. Several students went to the Vaille Hall dorm to make cards and decorate cookies with the younger boys.
- For curriculum, the staff have been focusing on kitchen cleanliness, time management, and how to order food at a restaurant. During a recent restaurant trip, staff also taught the students about etiquette and to stay within their budget.
- The boys are thrilled about more field trips coming up soon. We will also host a cookout and outdoor games with the 8th graders, where the Rhyne Hall students will be their 'big brothers.' It will be an exciting experience for all the boys.

- They enjoyed returning from Spring Break and sharing their stories about their adventures. The boys look forward to returning to their routines and an excellent finish to the school year.

### **Recreation Department**

The Recreation Department hosted a field trip to Flagler College to watch college basketball games. We took approximately 125 students to the games, and they all had a great time. We hosted Valentine's Day dances for the students in the Middle Schools and High Schools of the deaf and blind departments.

The elementary students have participated in youth league basketball with the St. Johns County Parks and Recreation Department. We have a girls' ages 9-12 team and a boys' ages 11-12 team. Both teams were in the playoffs. The boys played one game but were defeated. The girls' team played in the championship game and won!

### **FSDB Elementary Dance Program**

The dance recital is on Thursday, April 25, 2024, at 7 p.m. in Kirk Auditorium.

### **Respectfully submitted by:**

Kathleen Grunder

Administrator of Residential Services



**ACCOUNTING**  
John Wester, Comptroller

**General**

Prompt Payment Compliance – Section 215.422, Florida Statutes, Prompt Payment of Vendor Invoices: For the period through March 15, 2024, 96.66% of 150 invoices were paid per the statute (compliance minimum is 95%).

**Purchasing**

The annual Tangible Personal Property physical inventory has been completed. No property items were reported as missing or unaccounted for this year.

**ADVANCEMENT**  
Traci Anderson, Executive Director of Advancement

<b><u>Donations for February 2024</u></b> Number of Donors = 144 Number of Gifts = 142 Dollars Received = \$37,611.35	<b><u>Donations for February 2023</u></b> Number of Donors = 159 Number of Gifts = 161 Dollars Received = \$21,944.67
<b><u>Current FY To Date</u></b> Number of Donors = 1,551 Number of Gifts = 2,502 Dollars Received = \$1,129,163.76	<b><u>Previous FY to Date</u></b> Number of Donors = 1,528 Number of Gifts = 2,467 Dollars Received = \$1,492,269.01

**Comparison of 22/23 to 23/24**

Number of Donors and Gifts: Both metrics continue to show growth, indicating the success of our donor acquisition and retention strategies.

While there is a decrease in total dollars received in the current fiscal year compared to the previous one, this can largely be attributed to the absence of a significant one-time contribution from a private estate.

Advancement efforts are on track, with consistent growth in donor engagement and support. We will continue to focus on diversifying our fundraising streams, enhancing donor stewardship, and exploring new opportunities for philanthropic partnerships.

## **AUDIT**

**Julia Mintzer, Administrator of Business Services**

### **Financial Statement Audit**

The exit conference for the financial statement audit took place on March 28. An issue of concern regarding externally obtained Pension/OPEB actuarial files has been identified by the Auditor General as an area needing improvement. The Auditor General will issue an unqualified opinion of the financial statements.

Going forward, FSDB will collaborate with the Auditor General and the Department of Financial Services to ensure the correct information is received to prepare the annual financial statement. Further, the School will ensure all information is included and closely reviewed before final submittal.

### **Internal Audit**

Mauldin & Jenkins continues their internal audits as outlined in the Board approved audit plan. This includes audit functions associated with Cash Handling, Human Resources, Construction, and Information Systems. Mauldin & Jenkins also provided financial statement advisory services.

## **BUSINESS SERVICES BULLETIN**

**Julia Mintzer, Administrator of Business Services**

### **Business Services Bulletin: March 22, 2024**

#### **Accounting, Budget Management, Purchasing, and Student Bank**

We are eight short weeks away from graduation and the end of fiscal spending. Please finalize your purchasing of commodities and closely manage projects that may be nearing contract deadlines.

#### **Advancement**

The Administrative Budget Team recently reviewed proposed budgets for 2024-2025 privately funded projects. These will be presented to the Board of Trustees in April for approval.

Please review existing 2023-2024 funds and prepare to wrap up projects prior to the end of the fiscal year, June 30, 2024.

#### **Campus Police**

D.A.R.E. is a police officer-led series of classroom lessons that teaches children from kindergarten through 12th grade how to resist peer pressure and live productive drug and violence-free lives. D.A.R.E. is offered on our campus Monday through Thursday from 8:00 AM to 2:00 PM. If you are interested in one or multiple classes, please contact Investigator Kelly Thomas for scheduling.

## Safety and Facility Operations

Gregg Hall is underway and on schedule.

We are in the process of negotiating the contract for the Kramer Hall renovation. The budget will be tight, and we will roll up our sleeves to achieve as many renovation goals as possible.

The old bleachers have left the campus, and the new bleachers are in production. We look forward to this enhanced athletic space in preparation for next school year.

The Genoply green space will soon be ready for staff and student enjoyment. The space will offer shade, tables, and grills.

The initial bids for the Kids Town Theatre were considerably over budget. We are reassessing the plans and negotiating with a builder. Fingers crossed that a new structure will be installed for the start of school.

## Training and Quality Assurance

The spring Moodle courses are available. Please carve out time in your calendar to complete the courses before the craziness of the end of the year creates a time crunch. TQA is also in the process of updating content for the 2024-2025 courses.

## Transportation

We are fully staffed with Drivers and Chaperones. Kudos to the Transportation team for remaining committed to recruitment and retention of staff members.

## INVESTMENT PERFORMANCE

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

Leap year was created to help align the calendar with the seasons and ensure that critical events, such as planting crops and festivals, occurred at the appropriate times. Every four years or so, we add an extra day to the calendar and have a Leap year to align the calendar with the solar year (365.25 days). Like a leap year, diversified investments and disciplined planning offer an extra day of growth and compounding with each passing moment. The reports for both endowments are for February as of the 29<sup>th</sup> of that month.

During the month, **Endowment I** increased +\$391,066.41 (+2.07%), increased +2.29% year to date, and increased +12.29% for the trailing 12 months with a closing portfolio value of \$21,070,000.45. Dividends and interest income totaled +\$41,380.95, and accrued interest decreased -\$4,312.07. During the same period, the Benchmark increased by +1.68%, +1.79%, and 13.41%, while the S&P 500 increased by +5.34%, 7.11%, and increased by +30.36%, respectively. Furthermore, the US Aggregate Government Credit Intermediate Bond Index decreased -1.01%, -0.80%, and +3.99%, respectively. Additionally, \$50,000.00 was withdrawn during the month.

**Endowment II** increased +\$232,631.95 (+2.14%), increased + 2.03% year to date, and increased 11.40% for the trailing 12 months with a closing portfolio value of \$12,108,288.11. During the period, dividends and interest income totaled +\$36,040.90, and accrued interest decreased - \$14,197.78. Additionally, \$100,000 was withdrawn during the month.

The UBS central scenario 2024 forecast projection for the S&P 500 increased to 5,200 (+2.03%) by year-end.

## **SAFETY AND FACILITIES OPERATIONS**

**Guy Maltese, Executive Director of Safety and Facilities Operations**

### **Project Management**

- Gregg Hall project continues with the first-floor exterior block complete; trades rough-in has begun on the first floor. The second-floor block is underway. The roof precast is expected to start the week of March 25, with roofing to follow. First floor glass is on-site, furniture colors have been selected and procurement for furniture direct purchase is underway. Schedules are “on time,” and weekly meetings continue to produce positive feedback overall on the project.
- Kids Town Theatre project bids came in over budget. We will begin negotiations with the low bidder and architect to create a budget-driven project.
- Kramer Hall’s renovation project design build vendor has been selected. Early stages of pre-construction are underway.
- Kramer roof restoration is underway.
- TV project complete. This was a collaborative effort between IT and SaFO to provide new TV/s and media controllers in 44 locations campus-wide.
- Moore Hall interior paint project is complete.
- Moore Hall CLD project complete.
- The stadium bleacher project has begun. Demolition of existing bleachers started March 11 and is a work in progress. Site upgrades and planning are underway.
- The Settles storefront upgrade service contract request is in advertising, with an expected project completion date of July 31, 2024.
- Alfred-Douglas greenspace sunshades are to be installed on March 20. Tables and grills have been ordered.
- Beautification plans are underway for the cooling tower green space, which is expected to be completed before the 2024 graduation.
- The Administrator of Business Services and Executive Director of SaFO are diligently working on the Campus Facilities Master Plan and Legislative Budget Request.
- 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 February 23, 2024, and April 11, 2024: one CPI Full Course, four CPI Refresher courses, eight CPI Physical Interventions Workshops, two CPR courses, one QPR class, two Youth Mental Health First Aid classes, one Florida Model Threat Management and one Chair/Vice-Chair classes, and one AlerT Training class.

The Safety Education Fair was held on Wednesday, February 21, 2024. There were 21 state, local, and federal agencies as well as two FSDB departments participating for the first time. In addition to focusing on personal safety awareness for youth and adolescents, this year’s fair also featured student health and wellness. Students traveled from station to station, met with agency partners, and learned safety prevention tips, avoiding unsafe acts, and the education and experience needed for various safety careers. Further, students were provided with “hands-on” experience exploring equipment such as police vehicles and fire equipment, a helicopter, protective clothing, using a fire extinguisher, water safety equipment, experiencing riding in an autonomous vehicle, and meeting animals such as a police therapy dog and an alligator. Students received a messenger bag containing a new water bottle that could be used at any campus bottle-filling station, a fidget toy, and a stress ball.

Survey season is in full swing with the completion of the first survey of the school year— Employee Engagement—and the results will be distributed to Supervisors for analysis and department action planning. The School Climate Survey for Parents was sent electronically via Skylert and School Newsletters on March 8, 2024. The School Climate Surveys for Students and Staff will be distributed after spring break. Each group will be given 30 days to complete the survey.

**TRANSPORTATION**

**Submitted by Kevin Greene, Executive Director of Transportation**

February has been a productive month for the Transportation Department. As we focused on the ridership data for February, it is evident that efficiency is critical to our operational success. During February, the Yellow Bus Program transported a combined total of 5,230 students on our daily routes Monday through Friday. The SHOW Program transported a combined total of 2,323 students on Fridays and Sundays. In addition, Transportation covered 587 miles throughout 15 field trips.

At the beginning of March, the Transportation Department completed this year's 3rd quarter of the PBiS program. The themes represented were *Responsibility Mentorship* and *Citizenship, Critical Thinking and Problem Solving*. One student from each Yellow Bus/SHOW route who exemplified these themes was chosen as a winner. The students listed below are the 3rd quarter winners.

**Yellow Bus**

**Route 20:** Amaleki Hancock

**SHOW Bus**

**Route 1:** Aspen Henderson



**Route 22:** Michael Diaz-Ramos  
**Route 23:** Cole Huffman  
**Route 25:** Aidan Tucker  
**Route 26:** Ashton James  
**Route 27:** Eva Hills  
**Route 29:** Enoc Ortiz Rosa

**Route 2:** Kayla Bodiford  
**Route 3:** Nicholas Brewer  
**Route 4:** Vivienne Matos  
**Route 5:** Ray Calatallu Perez  
**Route 7:** Timothy Sousa  
**Route 8:** Marco Solis  
**Route 9:** Connor Jenson  
**Route 10:** Nathaniel Loomis  
**Route 12:** Kyron Graham  
**Route 13:** Nathalia Alexander Quintana

We have continued our employee recognition program started at the beginning of this year. This program recognizes one driver and one chaperone for going above and beyond their normal job duties to make a difference for the students they transport. February's recognition went to Robert Callahan and Joan Ray. March's recognition goes to Carol Mueller and Gail Joassaint.

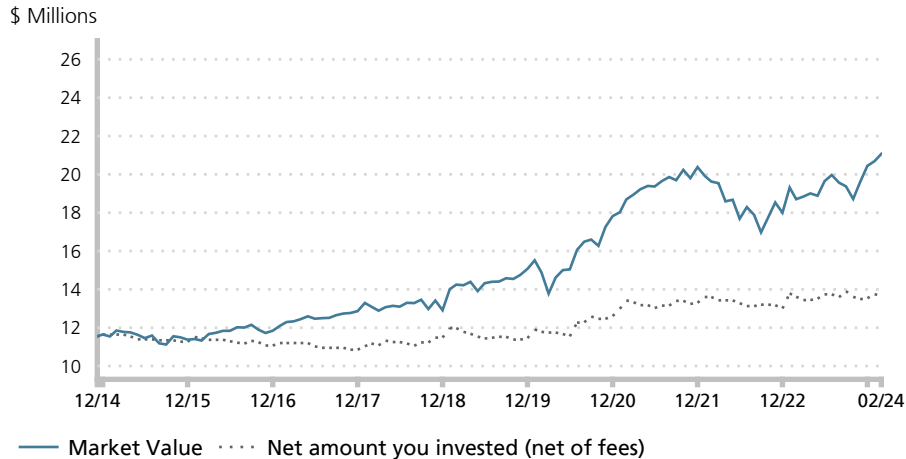
**Respectfully Submitted,**  
**Julia Mintzer**  
**Administrator of Business Services**



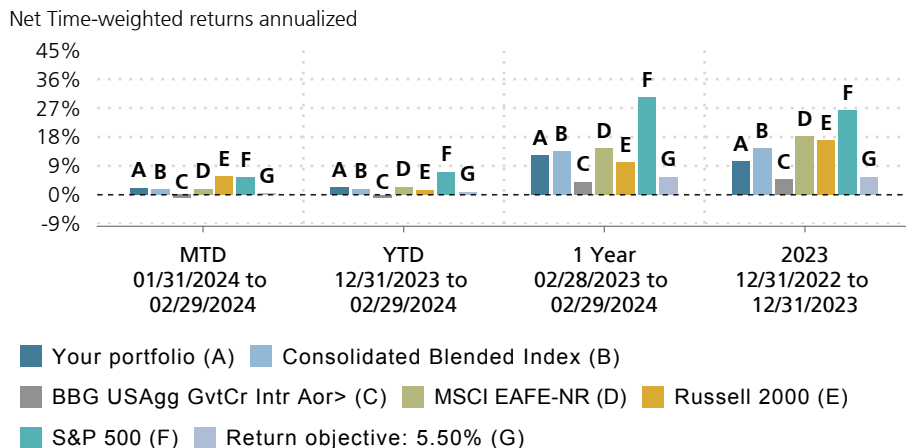
# Performance Review

as of February 29, 2024

## Sources of Portfolio Value



## Portfolio and Selected Benchmark Returns



**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, April 12, 2024

Report created on: March 19, 2024

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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

## Portfolio Value and Investment Results

	Performance returns (annualized > 1 year)			
	MTD 01/31/2024 to 02/29/2024	YTD 12/31/2023 to 02/29/2024	1 Year 02/28/2023 to 02/29/2024	2023 12/31/2022 to 12/31/2023
<b>Opening value</b>	<b>20,691,865.16</b>	<b>20,445,679.48</b>	<b>18,705,146.83</b>	<b>17,999,902.34</b>
Net deposits/withdrawals	-50,000.00	120,774.05	-34,021.49	434,520.34
Div./interest income	41,380.95	74,616.11	502,466.79	489,660.66
Change in accr. interest	-4,312.07	-4,053.22	9,090.17	16,935.31
Change in value	391,066.41	432,984.03	1,887,318.15	1,504,660.84
<b>Closing value</b>	<b>21,070,000.45</b>	<b>21,070,000.45</b>	<b>21,070,000.45</b>	<b>20,445,679.48</b>
Net Time-weighted ROR	2.07	2.29	12.29	10.43

Net deposits and withdrawals include program and account fees.

## Time Weighted Rates of Return (Net of Fees)

	Performance returns (annualized > 1 year)			
	MTD 01/31/2024 to 02/29/2024	YTD 12/31/2023 to 02/29/2024	1 Year 02/28/2023 to 02/29/2024	2023 12/31/2022 to 12/31/2023
<b>Your portfolio(%)</b>	<b>2.07</b>	<b>2.29</b>	<b>12.29</b>	<b>10.43</b>
Consolidated Blended Index	1.68	1.79	13.41	14.49
BBG USAgg GvtCr Intr Aor>	-1.01	-0.80	3.99	4.77
MSCI EAFE-NR	1.83	2.42	14.37	18.24
Russell 2000	5.65	1.54	10.02	16.93
S&P 500	5.34	7.11	30.36	26.29
Return objective: 5.50%	0.43	0.88	5.50	5.50



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 February 29, 2024

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

	Performance	Start date to	ITD
	Start date	02/29/2024	
Consolidated	12/08/2014		5.39%

## 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 February 29, 2024

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
		12/31/2023 to 02/29/2024	02/28/2023 to 02/29/2024	02/28/2021 to 02/29/2024	02/28/2019 to 02/29/2024	02/28/2017 to 02/29/2024	02/28/2014 to 02/29/2024
<b>Cash Alternatives</b>	US Treasury Bill - 3 Mos	0.86	5.30	2.50	1.97	1.83	1.31
<b>US - Fixed Income</b>	BBG Agg Bond	-1.68	3.32	-3.16	0.56	0.92	1.43
	BBG Muni 1-10Y 1-12Y	-0.26	4.11	0.16	1.64	1.88	1.96
	BBG Muni 5 Yr 4-6 TR	-0.25	3.99	-0.12	1.41	1.63	1.66
	BBG Muni 7 Yr 6-8 TR	-0.37	4.29	-0.08	1.72	2.09	2.24
	BBG Muni Bond	-0.38	5.40	-0.21	1.91	2.31	2.67
	BBG US Agg Gvt & CR 1-3 Y	0.02	4.57	0.10	1.41	1.38	1.24
	BBG US Gov/CorpInter TR	-0.79	4.37	-1.53	1.23	1.34	1.51
<b>Global/International - Fixed Income</b>	BBG GblAgg	-2.62	3.09	-5.51	-1.03	0.01	-0.13
	BBG GblAgg ex-USD	-3.45	2.74	-7.36	-2.40	-0.81	-1.40
<b>US Equity</b>	Dow Jones Ind Avg	3.84	21.96	10.24	10.85	11.80	11.61
	NAREIT Equity	-3.03	4.27	3.71	4.49	4.91	6.78
	NASDAQ Composite	7.20	40.34	6.84	16.38	15.61	14.07
	Russell 1000	6.87	29.72	10.65	14.41	13.34	12.38
	Russell 1000 Growth	9.49	45.78	12.47	18.75	17.94	15.65
	Russell 1000 Value	3.80	13.97	8.41	9.37	8.23	8.73
	Russell 2000	1.54	10.02	-0.94	6.89	7.21	7.12
	Russell 2000 Growth	4.66	14.14	-4.59	6.49	8.15	7.32
	Russell 2000 Value	-1.42	5.59	2.49	6.61	5.77	6.54
	Russell 2500	2.68	12.21	2.15	8.83	8.80	8.35
	Russell 3000	6.58	28.51	9.90	13.93	12.94	12.02
	Russell Mid Cap	4.08	15.41	5.51	10.34	9.88	9.44
	Russell Mid Cap Growth	6.94	24.96	3.13	11.58	12.57	10.87
	Russell Mid Cap Value	2.90	10.84	6.79	8.93	7.51	8.18
	S&P 400 Mid Cap	4.13	13.01	6.64	10.36	9.33	9.42
	S&P 500	7.11	30.36	11.90	14.75	13.58	12.69
<b>Global/International - Equity</b>	MSCI AC World - NR	4.90	23.08	6.79	10.50	9.93	8.37
	MSCI ACWI xUSA-NR	1.51	12.47	1.32	5.44	5.78	3.96
	MSCI EAFE-NR	2.42	14.37	4.44	6.76	6.61	4.39



# Financial Markets Summary

as of February 29, 2024 (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
	12/31/2023 to 02/29/2024	02/28/2023 to 02/29/2024	02/28/2021 to 02/29/2024	02/28/2019 to 02/29/2024	02/28/2017 to 02/29/2024	02/28/2014 to 02/29/2024
MSCI Emerging Markets-NR	-0.11	8.71	-6.29	1.89	3.72	3.00
MSCI Emerging Markets-PR	-0.27	5.89	-8.64	-0.58	1.24	0.55
MSCI World	5.55	25.51	9.16	12.20	11.33	9.63
<b>Commodities</b>						
DJ UBS Commodity	-1.08	-3.93	7.14	5.65	3.37	-1.84
Goldman Sachs Commodity	5.38	4.97	15.39	7.17	5.72	-3.36
<b>Non-Traditional</b>						
HFRI Equity Hedge	3.15	12.07	2.80	7.60	6.74	5.46
HFRI FOF Diversified	2.48	6.97	3.06	5.12	4.40	3.49
HFRX Eqty Hdg-EqMktNeu	2.32	6.87	2.09	0.57	-0.10	0.23
HFRX Event Driven	0.22	-0.63	-2.73	1.88	0.42	0.18
<b>Balanced</b>						
S&P 500 40% /BBG Agg 60%	1.80	13.57	2.86	6.36	6.12	6.06
S&P 500 50% /BBG Agg 50%	2.68	16.25	4.36	7.79	7.39	7.19
S&P 500 60% /BBG Agg 40%	3.56	18.97	5.87	9.21	8.66	8.31
<b>Miscellaneous</b>						
Consumer Price Index	1.17	3.14	5.66	4.18	3.52	2.83



# 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](http://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](https://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](http://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 February 29, 2024

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

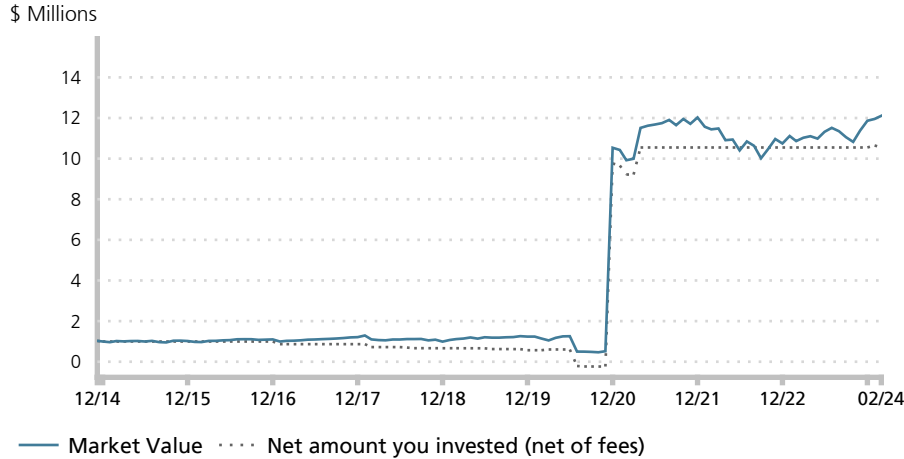
NX XX520 F2 Small Cap

NX XX516 F2 Fixed Income

NX XX517 F2 ESG

NX XX518 F2 LT Themes

## Sources of Portfolio Value



## Portfolio Value and Investment Results

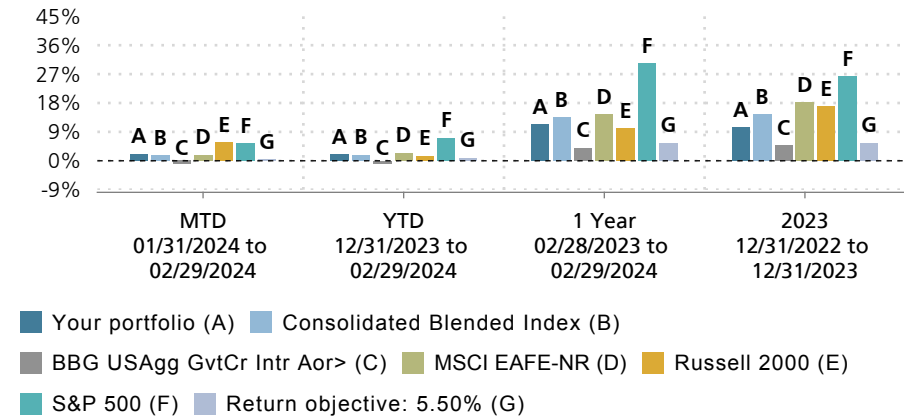
### Performance returns (annualized > 1 year)

	MTD 01/31/2024 to 02/29/2024	YTD 12/31/2023 to 02/29/2024	1 Year 02/28/2023 to 02/29/2024	2023 12/31/2022 to 12/31/2023
<b>Opening value</b>	<b>11,953,813.04</b>	<b>11,865,352.40</b>	<b>10,864,063.40</b>	<b>10,745,307.02</b>
Net deposits/withdrawals	-100,000.00	-13,823.43	-52,529.91	-51,439.74
Div./interest income	36,040.90	56,650.05	286,568.63	280,388.72
Change in accr. interest	-14,197.78	-14,694.98	6,100.89	7,504.91
Change in value	232,631.95	214,804.07	1,004,085.10	883,591.48
<b>Closing value</b>	<b>12,108,288.11</b>	<b>12,108,288.11</b>	<b>12,108,288.11</b>	<b>11,865,352.40</b>
Net Time-weighted ROR	2.14	2.03	11.40	10.42

Net deposits and withdrawals include program and account fees.

## Portfolio and Selected Benchmark Returns

Net Time-weighted returns annualized



## Time Weighted Rates of Return (Net of Fees)

### Performance returns (annualized > 1 year)

	MTD 01/31/2024 to 02/29/2024	YTD 12/31/2023 to 02/29/2024	1 Year 02/28/2023 to 02/29/2024	2023 12/31/2022 to 12/31/2023
<b>Your portfolio(%)</b>	<b>2.14</b>	<b>2.03</b>	<b>11.40</b>	<b>10.42</b>
Consolidated Blended Index	1.68	1.79	13.41	14.49
BBG USAgg GvtCr Intr Aor>	-1.01	-0.80	3.99	4.77
MSCI EAFE-NR	1.83	2.42	14.37	18.24
Russell 2000	5.65	1.54	10.02	16.93
S&P 500	5.34	7.11	30.36	26.29
Return objective: 5.50%	0.43	0.88	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, April 12, 2024



# Additional Information About Your Portfolio

as of February 29, 2024

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

	Performance	Start date to	ITD
	Start date	02/29/2024	
Consolidated	12/08/2014		8.61%

## 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 February 29, 2024

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
		12/31/2023 to 02/29/2024	02/28/2023 to 02/29/2024	02/28/2021 to 02/29/2024	02/28/2019 to 02/29/2024	02/28/2017 to 02/29/2024	02/28/2014 to 02/29/2024
<b>Cash Alternatives</b>	US Treasury Bill - 3 Mos	0.86	5.30	2.50	1.97	1.83	1.31
<b>US - Fixed Income</b>	BBG Agg Bond	-1.68	3.32	-3.16	0.56	0.92	1.43
	BBG Muni 1-10Y 1-12Y	-0.26	4.11	0.16	1.64	1.88	1.96
	BBG Muni 5 Yr 4-6 TR	-0.25	3.99	-0.12	1.41	1.63	1.66
	BBG Muni 7 Yr 6-8 TR	-0.37	4.29	-0.08	1.72	2.09	2.24
	BBG Muni Bond	-0.38	5.40	-0.21	1.91	2.31	2.67
	BBG US Agg Gvt & CR 1-3 Y	0.02	4.57	0.10	1.41	1.38	1.24
	BBG US Gov/CorpInter TR	-0.79	4.37	-1.53	1.23	1.34	1.51
<b>Global/International - Fixed Income</b>	BBG GblAgg	-2.62	3.09	-5.51	-1.03	0.01	-0.13
	BBG GblAgg ex-USD	-3.45	2.74	-7.36	-2.40	-0.81	-1.40
<b>US Equity</b>	Dow Jones Ind Avg	3.84	21.96	10.24	10.85	11.80	11.61
	NAREIT Equity	-3.03	4.27	3.71	4.49	4.91	6.78
	NASDAQ Composite	7.20	40.34	6.84	16.38	15.61	14.07
	Russell 1000	6.87	29.72	10.65	14.41	13.34	12.38
	Russell 1000 Growth	9.49	45.78	12.47	18.75	17.94	15.65
	Russell 1000 Value	3.80	13.97	8.41	9.37	8.23	8.73
	Russell 2000	1.54	10.02	-0.94	6.89	7.21	7.12
	Russell 2000 Growth	4.66	14.14	-4.59	6.49	8.15	7.32
	Russell 2000 Value	-1.42	5.59	2.49	6.61	5.77	6.54
	Russell 2500	2.68	12.21	2.15	8.83	8.80	8.35
	Russell 3000	6.58	28.51	9.90	13.93	12.94	12.02
	Russell Mid Cap	4.08	15.41	5.51	10.34	9.88	9.44
	Russell Mid Cap Growth	6.94	24.96	3.13	11.58	12.57	10.87
	Russell Mid Cap Value	2.90	10.84	6.79	8.93	7.51	8.18
	S&P 400 Mid Cap	4.13	13.01	6.64	10.36	9.33	9.42
	S&P 500	7.11	30.36	11.90	14.75	13.58	12.69
<b>Global/International - Equity</b>	MSCI AC World - NR	4.90	23.08	6.79	10.50	9.93	8.37
	MSCI ACWI xUSA-NR	1.51	12.47	1.32	5.44	5.78	3.96
	MSCI EAFE-NR	2.42	14.37	4.44	6.76	6.61	4.39



# Financial Markets Summary

as of February 29, 2024 (continued)

	Quarter	1 Year	3 Year	5 Year	7 Year	10 Year
	12/31/2023 to 02/29/2024	02/28/2023 to 02/29/2024	02/28/2021 to 02/29/2024	02/28/2019 to 02/29/2024	02/28/2017 to 02/29/2024	02/28/2014 to 02/29/2024
MSCI Emerging Markets-NR	-0.11	8.71	-6.29	1.89	3.72	3.00
MSCI Emerging Markets-PR	-0.27	5.89	-8.64	-0.58	1.24	0.55
MSCI World	5.55	25.51	9.16	12.20	11.33	9.63
<b>Commodities</b>						
DJ UBS Commodity	-1.08	-3.93	7.14	5.65	3.37	-1.84
Goldman Sachs Commodity	5.38	4.97	15.39	7.17	5.72	-3.36
<b>Non-Traditional</b>						
HFRI Equity Hedge	3.15	12.07	2.80	7.60	6.74	5.46
HFRI FOF Diversified	2.48	6.97	3.06	5.12	4.40	3.49
HFRX Eqty Hdg-EqMktNeu	2.32	6.87	2.09	0.57	-0.10	0.23
HFRX Event Driven	0.22	-0.63	-2.73	1.88	0.42	0.18
<b>Balanced</b>						
S&P 500 40% /BBG Agg 60%	1.80	13.57	2.86	6.36	6.12	6.06
S&P 500 50% /BBG Agg 50%	2.68	16.25	4.36	7.79	7.39	7.19
S&P 500 60% /BBG Agg 40%	3.56	18.97	5.87	9.21	8.66	8.31
<b>Miscellaneous</b>						
Consumer Price Index	1.17	3.14	5.66	4.18	3.52	2.83



# 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](http://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](https://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](http://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).



### **Pi Day in the Blind High School**

March 14 was Pi Day—fun math-related games and activities. Since every year Pi Day falls over Spring Break, the Blind High School celebrates on the last Friday before Spring Break. On March 8, we celebrated Pi Day with several activities.

The activities started with a Pi recitation contest. Students have been memorizing all week. Whispers of numbers could be heard in the hallways, speed races in the courtyard, and frantic movements over braille copies were seen all week while students practiced. Our winners for each class were 9<sup>th</sup> Gabe Kramer, 10<sup>th</sup> Logan Strickland, 11<sup>th</sup> Derek Merced, and 12<sup>th</sup> Jonathan Rodriguez. Our overall winner was Derek Merced with 190 digits memorized and written down in the allotted time.

Students also competed in the Best Pi contest, where they measured a given circle's circumference and diameter and used their values to calculate Pi. The most accurate measurement and Pi value also won a prize. Our winner with the most accurate value, calculated using a ruler and yarn, was Addison Allen, with a calculation of 3.19.

The final competition was pencil throwing. Students threw unsharpened pencils at a designated area marked with parallel lines placed a width apart equal to the length of our pencils. Through counting trials vs. number of pencils Pi can be calculated. The more trials, the more accurate the calculation. Students threw 250 pencils and had 80 crossing a line, giving us a total of  $250/80 = 3.125$ . Oh, so close!

Along with the competitions, students used Legos and colored pencils to make beautiful Pi Cities. Students who read Braille built Lego buildings to the height specification of the digits of Pi, while print readers colored a city skyline on graph paper.

Finally, of course, there was pie. We can't forget pie! Each student had a "Slice of Pi" to celebrate their math achievements throughout the year and all the effort they gave in class.

Brigit Jensen – High School Math Teacher

### **Black Olympians History Lesson**

Second grade sprinted into Black History Month by leaping into a study of influential African American Olympians

We started by learning about track and field athlete Jesse Owens. Jesse Owens was known for his record-breaking long jump and is remembered as one of the greatest track and field athletes of all time. We read about his life, challenges he faced, and his contributions to the Olympics. Then, we participated in a Mock Olympic Flame Lighting Ceremony before measuring our long jump personal bests.

We then served more athletic greatness and learned about loved Olympic tennis star Serena Williams. We read about Serena's childhood, never-ending dedication, and stellar accomplishments. We learned about the game of tennis, the structure of a tennis match (game, set, match), and game points (love, 15, 30,40). We then put our tennis skills to the test!

Madison Baggett – 2<sup>nd</sup> grade Teacher

### **Roz the Robot Project**

Third and fourth graders created their own "Roz the Robot," the main character from "Wild Robots," one of our Battle of the Books selections for 2024. Students wrapped boxes, made antennae, designed a circuit board, and wrote a command summary. Students even added a cane, wanting Roz to be visually impaired like them!

Michel Sminkey – 3<sup>rd</sup> grade Teacher

### **FSDB Student Going to National Abacus Competition**

FSDB fourth-grade student Maely Porter has been studying the abacus after school with her math teacher, Ms. Samantha Tate. She has been working hard to improve her computing skills. Maely uses a Cranmer abacus, the type of abacus typically used by blind and visually impaired individuals for various number calculations.

Maely competed in the Regional APH Abacus Bee and earned a place at the national competition! Maely will attend the National APH Abacus Bee finals at APH in Louisville, KY, from March 21-24. Way to go, Maely!

### **Upper Elementary Field Trip**

Ready! Set! MOSH! Students in grades 3-5 in our blind elementary department spent their spring field trip exploring the Museum of Science and History in Jacksonville, FL. "Who says learning can't be fun?" Students participated in educational programs such as "The Human Body Machine," where they discovered the human body and learned about the nervous system, the digestive system, and our muscles, bones, and hearts. Students had hands-on lessons and interactions with experts that helped bring this exhibit to life.

Programs like the "Solar System" held in the planetarium took students "out of this world" with such wonderful descriptive depictions of the sun, moon, stars, Saturn, and other planets (you get the picture) that you couldn't help the urge to grip your seat. Students and staff enjoyed a lovely picnic on the green at Friendship Fountain Park at lunchtime. After such a nice lunch, students returned to the museum for more fun, enjoying additional tactile and sensory activities, including the "Hurricane Simulator," an instant hit. After a long day of learning, it was back to the bus for a much-needed nap on the drive back to school!

Kia Nation - 4<sup>th</sup> Grade Associate Teacher

### **BHS Lego Designs**

The High School Earth and Space Science classes have been considering designing solutions to resource problems by studying the engineering design process and product life-cycle analysis. Students began this unit by evaluating the resources and costs of making paper vs. plastic shopping bags and the economic, social, and environmental costs of using renewable and nonrenewable natural resources. Next, students analyzed the life cycle of blue jeans and the associated costs of making, wearing, and disposing of a pair of jeans. The hidden environmental, social, and political ramifications for other countries were considered.

Finally, students were presented with a design engineering game challenge. They put their knowledge and skills to the test by designing and building Lego Marble Mazes that met specific requirements and criteria. It was great to see the different approaches to the design phase, the unique spins on development, and the creative modifications from each team. We had some excellent quality control assistance from Principal Cosgrove during the optimizing phase!

Kim McCombs – BHS Science Teacher

### **Exciting Theater Updates!**

Our theater department has been busy this quarter. On February 28<sup>th</sup> and 29<sup>th</sup>, our Drama Class and International Thespian Society Club together put on a One-Act Play titled *The Layover*, written by Tracy Wells. The students worked hard to produce and stage this show, learning about the parts of the stage, the different types of stages, and the different types of acting they could use to portray their parts, which included families, troubled kids, and airport personnel, and several others who were traveling through the airport. The students put on two shows, one for the students and a night performance for family and friends. After the One-Act, several students auditioned for a part in our "Act2" performance – either a musical theatre piece or a duet acting performance. We held our Tri-M Music Honor Society or International Thespian Society inductions during intermission.

Over spring break, seven of our Thespians spent an amazing week at the Florida State Thespian Festival in Tampa! Six FSDB students attended the events, and they returned with six awards! Four student events earned High-Excellent, and two events earned Superior! The two Superiors, earned by Sophia Ouellette and Sofia Ripstein, also earned them a spot to compete at the International Thespian Festival in Bloomington, Indiana, this summer!

While at the festival, the students joined almost 2,000 other students in workshops led by Broadway performers, including Jodie Langel, Leo Chang, and Michael James Scott. They joined classes such as singing with feeling and emoting through clowning. They learned the choreography of songs and shows like Hamilton, Thriller, and Beetlejuice. They also saw the musicals Newsies and Chicago (Teen Edition) from the front row of the Morsani Theater at the Straz in Tampa. It was a fantastic way to spend Spring Break!

Laurie Wohl – Music and Theater teacher and Int. Thespian Society Club Sponsor

### **Seniors Visit Daytona**

On Tuesday, March 19, eighteen senior class members, along with four chaperones, visited several sites in Daytona to help students decide on their future after FSDB. Upon arrival, the seniors were invited in for a tour of Conklin Center. The seniors ran into alumni Hasha Hercule just outside the

center and Chris Dixon in the common area. Chris answered questions, showed them the cafeteria, and then took them on a tour of the center, introducing them to several of the program's facilitators, including activities of daily living, technology training, job readiness, and job certification programs. Our tour of Conklin Center ended with a tour of the independent living apartments. On our way out of the center, we ran into alumnus Camryn Johnson!

Next, the seniors walked across the street to the Career and Technical Center (formerly known as the Daytona Rehab Center). Here, they split into two groups to tour the center. One building housed classes on college readiness, web certification, computer building, networking, and all things technology. The other building housed the dorms, business training, and higher-end daily living skills training, such as personal cosmetology techniques and financial tools.

After a quick lunch at Chick-fil-A, our students visited LC Industries, a company where 80-90% of the employees are blind or visually impaired. They are a Nationwide company, and the Daytona location mainly packs and ships plasticware, such as that which you would see on an airplane or in the military. They also assemble military-grade webbed belts, dog collars, and leashes. We ran into some alumni at this location as well! The students left Daytona with information about how to further prepare for their futures!

Laurie Wohl – Senior Sponsor and Music Instructor

### **Physical Education Updates**

**BEMS K-8:** The K-2 students completed their strike with an implement unit. The students quickly learned to control the ball, so they didn't have to spend extra time tracking and finding it if it was struck too hard. The students mastered the stretches and the crawls, which increased their time on tasks with other skills. Next will be the movement exploration unit, where the students will engage in gymnastics, balance, climbing the cargo net, and railyard obstacle course. This unit is always one of our best, hands down!

The students in grades 3-5 completed a unit on striking, and they used paddles and tennis racquets. They even played Cobraball with racquets. This unit is always a class favorite. Students also completed their final fitness tests for the year. Next, they will work on their footwork in a soccer unit, which is another student favorite. They seem to enjoy it when they go outside and play SoccerGolf!

The BMS students in grades 6-8 also completed their strike with an implement unit. They learned/played the game of sound ball, which is a tennis-like game for our students. We even had a friendly competition to showcase the skills they learned. All had a good time, and one person was ultimately declared the winner. They also just completed their last fitness test for the year and were glad they didn't have to complete another timed mile run! Many students significantly lowered their scores, which was a huge goal for them. Next, we will begin our swimming unit, which is important to know in Florida since we are on a peninsula. We plan to spend a couple of days a week in the pool.

**BHS:** Students in HOPE classes began learning about CPR, AEDs, and First Aid. Students have been learning to assess the scene, check for responsiveness, call for help, and check for breathing. Students

practiced compressions and learned to ensure they were deep enough, fast enough, and had proper recoil. Students experienced working with the AED trainers on the mannequins. The first aid portion of the training allowed students to practice proper glove removal and the use of an epinephrine pen and bleeding control. They also learned how to help a person who is choking.

The HS weight training class is in full swing, and all participants were engaged in class. Recently, they completed a unit on using the landmine apparatus, the TRX suspension system, and the Battle Ropes. The students created their own routines and completed multiple reps and sets for each major muscle group. Many weightlifting students are current athletes, and they incorporate sport-specific exercises that will benefit them in their preferred sport.

**Deaf Elementary:** Students in grades K & 1 learned about pace and how to utilize it during walking/running activities. We are teaching them to identify that their heart rate beats faster when active. 2nd-grade students have been engaged in various physical activity games and learned skills such as cooperative, manipulative, and locomotive. 3rd- grade students participated in cooperative learning activities and games associated with kicking a stationary ball and then a rolling ball. 4th-grade students recognized and understood the benefits of agility and speed drills, including improved balance, coordination, flexibility, speed, and explosiveness. 5th-graders started each class with a cooperative learning/team-building warm-up activity. They completed a unit on different types of Base/Kicking games.

**Deaf Middle School:** The 7th and 8th grade students learned about Pickleball. Pickleball is a fast-growing recreational and professional sport in the United States. The unit involved striking with a racquet, movement on the court, partner play, tactical approaches, and scoring.

**Deaf High School:** HOPE classes have been progressing through the curriculum. They discussed caffeine, and they will be discussing alcohol, tobacco, and e-cigarettes. Students also learned net games such as under-the-net volleyball, middleball, volleyball, and Pickleball.

The Weightlifting classes have been monitoring their BFS (Bigger, Faster, Stronger) logs. We conducted our 1-rep Max Lifts test. We will compare the results with the following test towards the end of the school year.

Joy Fraychineaud – Executive Director of Physical Education and Health

### **Athletics**

The spring sports started right after the basketball and wrestling seasons ended. Spring sports are the boys' and girls' track and girls' flag football. The Girls Flag football team has already played six games. They have four games left before the district playoffs. Their current record is 2-4. Their highlight was the game against St. Augustine High School. FSDB was down 7-0 at halftime. The girls scored with 7 minutes left in the game to tie. Then they scored with 25 seconds left to garner a 14-7 lead! We won the game! It was a great accomplishment for our girls, who did not give up!

Our girls and boys did well during the track meets. They have participated in three meets so far. We held one meet at our track field before we went home for the spring break. The outcome of the meet

for FSDB teams was victorious. FSDB girls scored 241 points, St. Joe scored 128, Duval Charter scored 106, and Interlachen scored 37. As for the boys, FSDB boys scored 184 points, Interlachen scored 170 points, St. Joe scored 100 points, and Duval Charter scored 65 points.

Here are the accomplishments of our girls and boys at the track meet.

#### Girls

Priscilla LeFors took 1st place in the 300 hurdles.

Skylar Bergman took 1st place in the triple jump.

Mariska Dize took 1st place in the shot put and discus.

Kayla Debrow took 1st place in the high jump.

Girls took 1st place in the 4 x 100m relay (Markeil Jordan, Mariska Dize, Priscilla LeFors, Kayla Debrow)

#### Boys

Addison Allen took 1st place in the discus, long jump, and 200m.

Allen Davis took 1st place in the 1600m.

Ja'Morien Scott took 1st place in the 110 hurdles.

Jayden Rosario Crespo took 1st place in the 300 hurdles.

Hunter Trouille took 1st place in the high jump.

Roud Valcin took 1st place in the triple jump.

LaSean Nagle took 1st place in the shot put.

Boys took 1st place in the 4 x 100m relay (Edward Bell, Joshua Hoffnagle, Roud Valcin, Addison Allen)

Boys took 1st place in the 4 x 800m relay (Jackson Swartzlander, Allen Davis, Kai Huot, Gabe Kramer)

April 12–14, the track team will travel to Austin, Texas, to participate in the 14th Annual Berg/Seeger Track & Field Classic. There will be 26 Deaf schools from across the U.S. participating in the meet. It is a new record for the number of schools participating in the B/S Track and Field Classic. Last year, our girls came in second by one point, and the boys placed third. This year, we hope to do better and hopefully win both!

Below is the list of schools confirmed to participate in the 14th Berg/Seeger Track & Field Classic.

1. Alabama School for the Deaf
2. Arizona School for the Deaf
3. Arkansas School for the Deaf
4. California School for the Deaf – Fremont
5. California School for the Deaf – Riverside
6. Delaware School for the Deaf
7. Florida School for the Deaf
8. Indiana School for the Deaf
9. Iowa School for the Deaf
10. Louisiana School for the Deaf
11. Maryland School for the Deaf
12. Metro Deaf School
13. Michigan School for the Deaf
14. Minnesota State Academy for the Deaf

15. Missouri School for the Deaf
16. Model Secondary School for the Deaf
17. New Mexico School for the Deaf
18. New York School for the Deaf – Fanwood
19. Oklahoma School for the Deaf
20. Oregon School for the Deaf
21. Phoenix Day School for the Deaf
22. Rochester School for the Deaf
23. Texas School for the Deaf (Host)
24. Washington School for the Deaf
25. Western Pennsylvania School for the Deaf
26. Wisconsin School for the Deaf

**The Berg/Seeger Classic is named after two very famous Deaf trackers. The Berg/Seeger meet was founded at the Texas School for the Deaf in 2008.**

**Thomas O. Berg** and **Ruth T. Seeger** were part of the first USA team to go to the Deaflympics in 1957. They coached for over 85 years, including numerous National Champions, All-Americans, and Deaflympians, and many of their athletes broke many national and world records. The Berg/Seeger Classic is to honor these coaches for their outstanding coaching and contribution to track and field among Deaf athletes for many years.

The Boys Goalball team will travel to Savannah, Georgia, for the Savannah Youth Goalball Tournament on April 12–14. We will bring two teams of five athletes each, two coaches, and two dorm staff. We hope to bring home some trophies!

Billy Lange – Director of Athletics

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 March 2024

This report summarizes department activities and accomplishments, working in collaboration with campus personnel February 2024.

### Public Service Announcements

**397 PSA radio spots (totaling 16,950 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

10 newsletters issued in February that engaged a total of 1,071 campus and external stakeholders:

- ELC – two issues / 209 views
- BEMS – two issues / 224 views
- BHS – two issues / 221 views
- DES – no issues / 0 views
- DMS – two issues / 294 views
- DHS – two issues / 123 views

### Marketing Collateral

#### *Videography*

- Editing
  - Ski & Winter Sports Club video – Whitefish, Montana 2024
- Published Videos
  - Black History Month - FSDB Museum interview with Dottie Smith
  - Women’s History Month - FSDB Museum interview with Debbi Penrose and Sara Winchester
  - Deaf History Month - FSDB Museum interview with Donna Drake
- Videotaped
  - 2024 Safety Fair
  - Blind Department performance of the play, “The Layover”

#### *Graphic Design:*

- Business Services–
  - 11x17 Emergency Procedure Poster w/infographics
- Physical Education Department–
  - 11x17 CPR Poster w/infographics
- Parent Services–
  - Parent Engagement/Parent University Flyers

- Athletics–
  - Flag Football Poster Schedule 11x17
  - Track Poster Schedule 11x17
  - Girls Basketball Back 2 Back Mason Dixon Tournament Graphic for Hoodies and Cups
  - NDIAA All American Football Graphics
- FSDB Safety Fair–
  - Flyers, Signage, Logo for event.
- BEMS Spring Postcard
- February Spirit Week Flyer
- TOY/SREY Celebration Invitation
- FASLTA Conference Flyer
- Food Service Calendars

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

### ***Photography***

Senior Cap/Gown/Formal Photos for both Blind & Deaf Departments. Marketing photos of Flag Football and Track & Field teams for web/marketing use. Took photos of FSDB Safety Fair Event, CTE Showcase and FSDB Talent Show.

## **Social Media**

### ***Website***

6,014 visitors (4,734 new), with 9,083 page-views. Most viewed page other than home page was the Careers page with 931 pageviews.

### ***Facebook***

18,892 followers (203 new), 54 posts with a reach of 257,541 and 13,900-page visits. The top post was a photo of our Level 1 Cooking Class making homemade pasta that reached 172,254 people with 175,625 impressions (3,836 reactions, 92 comments and 100 shares).

### ***Instagram***

3,209 followers (48 new), 42 posts, 1,776 profile visits, and 49,879 impressions (2,675 likes, 21 comments, 97 shares). Top post with 240 likes was a photo of our Kayla Debrow holding her 1,000 career basketball points banners.

### ***YouTube***

No new videos uploaded, 16,744 channel views, 621 hours watched, 30 new subscribers, 52,643 impressions and 10,644 unique viewers. The top video was the Star-Spangled Banner in ASL with 3,484 views.

### ***Vimeo/Livestreaming***

12 video uploads, 2,471 views, 896 unique viewers, 16,004 impressions and 516 hours watched; 2 streamed events (Girls Flag Football game and Board of Trustees meeting).

## **Museum**

62 people visited the museum which included nine visitors during the FASLTA Conference hosted at FSDB. 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.



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## Deaf Department

### Deaf High School

World Languages – ASL 2 (American Sign Language) students completed their quarter project, "My Dream House." The students created their "blueprint" floor plan with 12+ rooms plus front and back yards on their poster. In the presentation, the students were required to describe rooms, furniture, items, people doing, etc., in classifiers. They were also required to sign a noun before describing a classifier.

Algebra 2 did an M&M catapult project to practice applications of quadratic functions.

The Dance Troupe is busy practicing for The Lion King Jr., a play that will be performed on April 10<sup>th</sup> and 11<sup>th</sup>.

### Deaf Middle School

#### **Icemen Game**

We had the honor of bringing two students to sign the National Anthem at the Icemen game. Deegan and Raegan Spillers signed along with a 3<sup>rd</sup> grader from the Blind Elementary School signing. They all did an outstanding job and represented our school well.

#### **Required Instruction: Teen Dating Violence**

Our mental health team partnered with our PBis team to provide training on Teen Dating Violence and Healthy relationships this month. Students played a healthy relationship game show, learned what to do, and learned about statistics.

#### **New Teacher**

We are excited to welcome our new ELA teacher, Valerye Ward. She was given a three-day onboarding and met with the many specialists on campus to prepare her to start mid-year. She comes to us with Reading Endorsement, ESOL Endorsement, and Deaf Education. We are excited to have her!

#### **Bilingual Grammar Curriculum**

We are continuing to teach grammar using the Bilingual Grammar Curriculum. Through Title I money, we were able to have the developers of the program come back and model lessons and meet with teachers to provide feedback and tips. We can't wait to continue to see the fantastic progress as we use this program.

## **Off-Campus Programs**

### **Six students attend three First Coast Technical College (FCTC) programs.**

#### **Cosmetology:** 2 students (a senior and a junior)

The students have been learning how to use resin appropriately on acrylic nails. The instructor created multiple sets of nail structures and terminology for an online program called Quizlet. This program, [www.Quizlet.com](http://www.Quizlet.com), offers four features that the user can choose from to develop and strengthen his/her word recognition skills. The students also complete their service hours, perfecting their skills in manicures, pedicures, sculptured nails, silk nails, and nail arts.

#### **HVAC:** 1 student (a junior)

Currently, the student is learning about general safety practices regarding equipment handling and personal protection equipment in the lab. She has learned to read the AC/heating units' schematics and cut, ream, swedge, and braze copper pieces together without burning the surrounding area. Most recently, she was assigned to supervise a group of students who had to assemble an AC/heating system. She gave feedback based on the students' work as they worked through putting together the system. The student's instructor trusts her ability to identify and troubleshoot potential issues when students put together the system.

#### **Agri-Science (Landscape):** 3 students (a continuing ed. student, a senior, and a junior)

Three students are perfecting their skills in driving a bobcat to transport dirt from one place to another to prepare the land for seeding vegetable plants. They have been using a variety of landscaping equipment to cut grass. They are cleaning up the garden center by pulling weeds, transplanting plants into bigger pots, and straightening up the plant pots. They are to maintain the area's upkeep where customers can buy plants.

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

One student - Intro to Sociology / Educational Psychology

One student - Macroeconomics / Biology with Lab

One student - Introduction to Sociology

One student - General Anthropology

One student - Professions of Caring

One student - Academic Pathways to College Success

One student - Medical Terminology

One student - Human Nutrition

One student - Comprehensive Career Exploration

One student - Introduction to Sociology

Students are in the midst of the semester with various due dates for assignments, term papers, quizzes, and tests. They have been strengthening their writing skills by completing discussion board (threaded discussion feature) assignments, writing responses to questions, and responding to at least two peers' responses. Several students have advocated for themselves by communicating with their professors with questions regarding their assignments or technological issues that have arisen, such as the feature to submit an assignment not having been working properly.

### **Specialists**

#### **ASL Specialist- Lenore Boerner**

Lenore worked at the FSDB booth at the Deaf Nation. There was a huge turnout, and FSDB provided a free raffle. Several people asked about employment opportunities and academic programs. April is the month of Deaf Culture/History Awareness, so we are working on getting an ASL performer, Daniel Cook, to come on April 30th for workshops and performances and set up an ASL parade.

#### **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**

None

**Service Awards**

**25 Years**

Loretta Sparrow

**20 Years**

David McFee  
Valerie Hughes  
Alison Crozier  
Promise Moore

**15 Years**

Eyvolle Pamphile  
Maggie Brunette

**10 Years**

Amar Crawford

**5 Years**

Zachary Lang  
William Lange  
James Post  
Paula Libassi  
John Baroncelli  
Vincent Cantabene  
Teresa Banks

**New Hires/Internal Moves**

- 12 new hires from February 5, 2024 – March 20, 2024
- 7 Internal PARs from the same period (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 CTE department has identified potential candidates who are expected to fill our two open Instructional Assistant (IA) positions and are expected to begin next month. In addition to this exciting progress, our staff received a delightful surprise on Valentine's Day with treats left on their desks, adding a touch of joy to their workplace. Furthermore, the Director of Career Development has been actively meeting with her team on a weekly basis to provide support and address their needs, fostering a supportive and collaborative environment within the department.

### **Priority 2: Success for Students:**

- Throughout an unusually warm winter, students in the Garden Center have had increased opportunities to interact with customers. This provided ample opportunities for them to hone their cashiering, marketing, and customer service skills. Additionally, students embarked on their OSHA-Ag course, aiming to secure certification by the end of the semester. D&B Garden Center generously supplied carnations flowers for the Junior class fundraiser on Valentine's Day, enhancing community engagement. Furthermore, students crafted and sold captivating display dish gardens for the St. Augustine High School Soccer Team's banquet. The class proudly showcased its offerings at the CTE Showcase, sparking excitement among the attendees about the academic prospects provided in the course.
- A Dragon's Lair (DL) student chef has developed a passion for soup-making. Collaborating with the DL Supervisor, they recently crafted a delightful Minestrone, becoming his favorite. As the students prepared for Spring Break, the student chef and supervisor convened to choose the next soup to feature in their lunch service on March 26, 2024. Taking charge of the selection process, the student chef determined the required servings, assessed available ingredients, and compiled a shopping list for any necessary items. When presented with an easy or challenging recipe, he eagerly opted for the latter, displaying a readiness to tackle new culinary feats.
- Significant advancements have been observed in the art and animation classes at both DHS and DMS in the second semester. Notably, DHS art classes have demonstrated substantial progress, completing comprehensive lessons spanning diverse areas such as 3D printing, Collage Assembly of Art, and digital art creation utilizing Procreate on iPad platforms. Similarly, DMS art classes have showcased commendable development, finalizing lessons centered around character flipbook creation, 3D printing techniques, and digital art production through Procreate. Moreover, the DHS animation class has achieved significant milestones, successfully concluding



coursework in Adobe Animate software, mastering the fundamental principles underlying animation, and engaging with the intricate history shaping the field of animation.

- The Culinary Arts students have made significant strides in their ServSafe Food Safety Manager studies, engaging in a comprehensive 5-week exploration of safety protocols with the Flow of Food. The series commenced with an overview of each stage within the flow of food, followed by in-depth lessons covering key areas such as purchasing and receiving, storage, and food preparation. To reinforce these principles, students have actively applied safety practices while working with regional menus tailored to diverse culinary traditions. For instance, they recently delved into crafting an Indian menu alongside the department's IA, Ms. Gosai, and an Italian menu with guidance from the department's Sous Chef, Mr. Candelaria. Moreover, students had the privilege of collaborating with Ms. Emanuel, an esteemed alumna, entrepreneur, and pastry chef. During this interaction, they gained valuable insights into cake-decorating techniques. They gleaned inspiration from Ms. Emanuel's remarkable career journey, which led to the establishment of her acclaimed business, Deafinitely Delicious.
- In the Deaf High school On Campus Career Experience class, students are poised to transition into the second phase of their coursework. This phase will involve delving into crucial practical aspects such as crafting personal data sheets, refining job application techniques, and honing their resume writing skills. These activities are meticulously designed to equip them with the necessary tools and knowledge to pursue employment opportunities in the future confidently. While some students may be embarking on this journey for the first time, others view it as an opportunity to seek clarification on any previous misunderstandings or address lingering questions they may have had regarding the job application process. This phase marks a pivotal step in their journey toward professional readiness and success.
- D&B Designs is currently in the midst of preparations for the upcoming Florida Division on Career Development (FLDCDT) conference in April. Annually partnering with them, D&B Designs handles printing conference essentials such as bags, polos, and plaques. Just before the break, an impressive turnout of over 400 visitors graced the FSDB open house at Kirk Auditorium. Notably, attendees were thoroughly impressed by the program, and the students proudly represented their program. Meanwhile, students diligently hone their layout and design skills through Photoshop. Additionally, they have adeptly applied retail and business concepts learned throughout the semester to provide exemplary customer service to visitors at D&B Designs.
- In the Work Experience class within the Blind Department, significant progress has been achieved with the establishment of Raymond Warehouse. On its inaugural day, the demand was so immense that the line extended out the door, necessitating prompt restocking. The teacher employs an efficient online ordering system, facilitating student purchases during designated snack waiver days. Through this hands-on experience, students refine their customer service skills, and some even learn the numbers in American Sign Language to enhance their communication with their deaf peers. This initiative provides practical skills and fosters inclusivity within the learning environment.

- In the realm of Building Construction and Technologies, excitement abounds as projects unfold seamlessly one after another. Recent endeavors include the setup of concrete footwork and the commencement of mortar concrete mixing for a substantial 10x20 foot slab at the northeast corner of McLane Hall Dormitory, destined to accommodate an on-campus bike repair stand and accompanying bike rack for the convenience of students and FSDB stakeholders. This collaborative initiative, spearheaded by Mr. Hancock's construction classes and deaf department librarian, Mr. Snow, exemplifies the school's commitment to enhancing campus infrastructure while fostering community engagement. The project integrates learning objectives related to concrete types and reinforcement materials while aligning with masonry standards. As anticipation builds for the projects, the department remains dedicated to ongoing innovation and growth.
  - Ms. Ramos, a postgraduate student in the deaf department, serves as an intern at Tibbs Tees, specializing as a graphic designer. With a profound passion for her craft, Ms. Ramos finds fulfillment in delighting customers with her work, consistently aiming to bring smiles to their faces. Drawing from her experience at D&B Designs, Ms. Ramos has found a seamless fit in her current role, where she adeptly creates a diverse range of graphics tailored to individual customer requests. Her collaborative spirit is evident in her positive interactions with management and colleagues. Looking ahead, Ms. Ramos harbors aspirations to further enhance her design prowess by pursuing skills at a local college in close proximity to her home.
  - February was a dynamic month for the After School Work Program, highlighted by the annual Career and Technical Showcase, where students presented their skills to peers and external guests. Simultaneously, the official after-school opening of Raymond Warehouse, managed by the Blind Department Career Experience class, marked a significant milestone, with three students initially undertaking roles in customer service, inventory management, and cash register operation. Notably, sales at Raymond Warehouse experienced exponential growth, prompting the addition of a fourth student worker to manage increased after-school traffic.
- Priority 3: Everyone Knows Our Name***
- The CTE showcase was a resounding success! Our dedicated CTE Staff and students meticulously set up their displays and enthusiastically explained their programs to visitors, ensuring an informative and engaging experience. In addition to the in-house presenters, the event welcomed representatives from other places such as the University of North Florida, Division of Blind Services, First Coast Technical College, Ben's Soft Pretzels and Mimi's Crepes, Northrop Gruman, Vocational Rehabilitation, and Embry Riddle. Their participation provided valuable insights and opportunities for students to explore various career pathways. To incentivize student attendance, those present were entered into prize drawings, resulting in eight fortunate winners! The showcase exemplified the collaborative spirit and diverse array of opportunities.

## **Curriculum and Professional Development Department**

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

**Priority 1: Employee Retention, Recruitment, and Engagement**

- The Deaf Department Literacy Specialists and Bilingual Specialist planned, organized, and facilitated two days (February 29 and March 1) of follow-up modeling, lessons, feedback, and leadership discussions about the next steps in DES and DMS with Dr. Todd Czubek and Dr. Kristin DiPerri, the creators of Bilingual Grammar Curriculum (BGC). May 29<sup>th</sup> and 30<sup>th</sup> are the tentative BGC training dates for DHS ELA teachers to be ready for implementation in the 2024-25 school year.
- Literacy Specialists have collaborated with social studies teachers to evaluate the instructional materials on the state-approved adoption list for 2024-25. Each school narrowed the choices to the top two publishers and then shared a survey link for parents to explore the digital resources and provide feedback about which they thought was best and why. The process has now shifted to gathering quotes, sole-source letters, and creating purchase orders to have the resources ready for the start of the 2024-25 school year.
- Bilingual Specialists coached teachers in improving their ASL and English translation and expressive skills by scheduling opportunities for her to observe different classes being taught by deaf teachers.
- Deaf Department Literacy Specialists and Bilingual Specialists are reading "Linguistics of ASL" as a professional book chat.
- Academic Specialists (Math, Literacy, and Bilingual) planned organized, and facilitated Professional Learning Communities, PLCs with content area teachers to make decisions based on their student and classroom data.

**Priority 2: Success for Students**

- The Blind Department invited all Braille readers to participate in a regional Braille Challenge academic competition. Over 50 students (including approximately seven students from FSDB's surrounding counties) attended and competed in areas such as Reading Comprehension, Proofreading, Spelling, Charts & Graphs, and Speed & Accuracy.
- Literacy and Math Specialists supported and coached teachers in completing the end-of-quarter progress monitoring.

**Priority 3: Everyone Knows Our Name**

- The Braille Challenge (see above) was held on March 1, 2024. Students and TVIs from FSDBs surrounding counties were invited. Duval, Flagler, Nassau, and St. Johns representatives attended with their students. During breaks from competition, Exhibitors such as DBS, Florida Vision Services, and others set up booths for all participants to view and see the many services and products they offer.
- 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 D/HH-specific.

## 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 is fully staffed and welcomes OPS Language Facilitators Rebecca Garcia-Mullins, Cristina Cancio, and Rabssy Torres to support ELL students in the Deaf Department, as well as OPS Language Facilitator Velma Flores to support hard-of-hearing, Spanish-dominant ELL student, and Spanish-dominant ELL students in the Blind Department.
- ESOL staff received a special Valentine's treat in honor of Employee Engagement.

### **Priority 2: Success for Students**

- ELL students continue participating in Deaf/Multicultural identity workshops presented by Adler University intern Miosotis Cotto. Topics include personal (Deaf/Multicultural) identity, future goal planning, and career interests.
- ELL students have completed the ACCESS for ELLs annual state assessment for language proficiency and progress. The window closes on March 22. We look forward to our results and showing growth!

### **Priority 3: Everyone Knows Our Name**

- The ESOL department has completed **54** written translation requests from FSDB staff and **65** phone calls to ELL and non-ELL Spanish-speaking families from 2/2 through 3/18. 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 continues working with our Adler University intern, Miosotis Cotto. She has visited with DHS students twice and will continue once per month until May to provide 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



# Florida School for the Deaf & the Blind

*Do More. Be More. Achieve More.*

Technology, Outreach, and  
Parent Services Departments  
Board Report April 12, 2024

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## *Admissions*

*Executive Director Pauline Wagner*

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### **Total On-Campus Enrollment 527 as of 3/25/2024**

- 26 ELC
- 329 Deaf Department
- 172 Blind Department

### **Withdrawals since school started – 22**

- 9 in-state
- 7 out-of-state
- 5 graduated

### **Admissions in Process - 53**

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## *Parent Services*

*Executive Director Pauline Wagner & Parent Liaison Misty Porter*

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**Parent University:** Our February Parent University calendar was relatively quiet as we busily prepared for our March events.

- On February 16, we are offered a fantastic Parent University class called "The Real World." During this well-attended class, parents and guardians learned to support their children as they transition into young adults. Presentation topics centered on using the IEP to prepare for a future beyond FSDB. Representatives from VR and DBS presented along with FSDB school counselors. This class continues our efforts to partner with departments across campus to support our students and families.
- Our final Parent Chat will be held on March 29. During this event, we review our IDEA & Title I grants with our families, allowing them to participate as valued stakeholders in planning for the upcoming school year. We review the LEA-level Parent and Family Engagement plan gathering programmatic feedback on how FSDB as a district provides support to FSDB staff and families. Our principals will host a chat. These meetings historically have been well attended and appreciated by all involved.
- Discovery Days uses a centralized theme to teach strategies that support academic and social skill development. Family games will be used to teach signs, concepts, executive function, communication, and teamwork. We provided families in attendance with board games to use in the home to keep learning and practicing their new skills. This event will be held on April 5.

- "Let's Talk About Springtime Fun" is scheduled for April 17. We will learn all the pertinent vocabulary words for Spring sports, clothing, animals, weather, holidays, and more. This event has quickly become a family favorite. After learning vocabulary words, participants are invited to choose a spring-themed item and use classifiers to describe it. If they correctly described the item, they were permitted to take it home.

**Partnerships:** March 1 and the weeks leading up showcased the power of partnerships at FSDB!

- We partnered with the Braille Challenge team to offer a Parent Engagement Workshop while the students were testing. FSDB Alumni Jose Citrion was our keynote speaker at the event. He candidly shared many stories and the lessons he learned along the way. His focus was on the importance of building our children's confidence in themselves. Additional presentations included the Braille and Talking Book Library and the McKinney Vento Program. Division of Blind Services and Florida Vision Technology representatives participated as panelists, addressing numerous questions from our audience, consisting of FSDB families, families, TVIs from surrounding districts, and many other guests. After the presentation, all guests relocated to Copeland Gym to enjoy lunch, games, and the exhibit hall. Exhibitors included FSDB Assistive Technology, Florida Vision Technology, the Division of Blind Services Jacksonville Administration team, and the Braille and Talking Book Library staff.
- Across campus, another Parent Engagement Workshop was held for families of students in our Deaf Department. FSDB Executive Director of Mental Health Erica Wortherly was our primary presenter for the workshop. Discussions on social, emotional, and intellectual growth, tuning into children's needs, the audiogram, and the effect of hearing differences assisted participants in better understanding how all the parts and pieces fit together in a Whole Child Approach. President Snow popped in at the meeting to lead an interactive game theme with the event. Participants answered reflective questions applying their new knowledge to their own families. They were awarded pizza toppings to throw at a pie in hopes of winning a puzzle to take home. These pop-in events are a crowd favorite!
- We will partner with the Dorm and Recreation Department the evening before March 28 to host an Open House event for families. Students will take the stage and share their perspectives. "What happens when the school day is DONE?" This is a wonderful opportunity to meet dorm staff and to learn about afterschool recreation opportunities available to all students. Before the meeting we will host a small social time in the lobby, providing families an opportunity to meet each other.

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

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"To assist a child, we must provide an environment which will enable him to develop freely." Maria Montessori

### **Early Learning Center**

The Early Learning Center continues to grow! Our two combined classrooms total 26 students, and we are excited to see our students learn during the next two months of school.

Our March lessons focused on students learning about and discussing space, planets, weather, recycling, farming, and the importance of keeping our planet clean. Students were taught to recognize and explain the difference between plastic, glass, and paper products. Using visual supports, students worked to expand their knowledge and the ability to sort recycled items in specific bins. Another learning area included taking the class outside to search for discarded objects and trash and bring them back to class for sorting into recycling bins or trash bins. This activity is an excellent hands-on learning experience for the students learning to complete the task independently.

Another topic of learning centered on recognizing the difference between day and night. Students used a Venn diagram to discuss concepts related to the types of activities one can participate in during the day, after dark, or activities that can occur during both day and night. There was a lot of great discussion centered on this topic. The activity and discussion were an excellent way to support the students' expanded ability to use abstract thinking skills and support their ability to explain personal experiences related to daytime and nighttime. The activity helped to expand a student's understanding and ability to use a Venn diagram.

The ELC continues to explore different kinds of textures by scooping sand, digging and planting seeds, sorting textures, comparing and contrasting the weight of objects, and learning how to mix colors. ELC Blind Class has added new features to their playground, including a sensory learning bin and a ball drop activity custom-made by FSDBs Carpentry Department. We are focusing on the letters U, Y, and Z and working with words with consonant blends –sc and –sk.

The ELC hosted Montessori Night on 3/20/2024. This event provided opportunities for Parents to learn more about the connection with Character Education and the Montessori Method. Mrs. Wagner and Ms. Bailey supported both the Deaf and the Blind classroom parent meetings, sharing a brief presentation on self-determination as a foundational skill in the Montessori classroom and adaptations that can be used in the home. Parents were allowed to ask questions specifically related to their child, and it was wonderful to see parents sharing and communicating with each other as our teachers facilitated the discussion. This was a wonderful experience for our teachers, parents, and students!

On 3/21/2024, the ELC was invited to the FSDB Campus Police Station to have "Donuts with the Chief." The Chief introduced the Police Services staff and met all the teachers and students. Once settled, the Chief swore in all our ELC students as Jr. Officers. Each student raised their right hand and promised to do the right thing before receiving their badge. Staff and students enjoyed the donuts provided and could explore different equipment used by the officers and ask questions. Before leaving the building, students could see and explore Officer Selim's Police Bicycle. The children enjoyed the lights on the bicycle and even found a secret compartment where the citations are stored!

#### Upcoming Activities

- "Muffins in the Morning" is scheduled for 5/10/2024. This event supports students practicing grace and manners, serving parents, and providing opportunities to continue developing their skills in self-determination and independence.
- On May 14, 2024, the ELC-Blind class will celebrate graduation, and on May 17, 2024, the ELC-Deaf class will celebrate graduation.

- We are looking forward to ELC Summer Camp Adventure Awaits, and the dates are scheduled for 6/10/2024 to 6/21/2024.

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

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**Early Intervention Programs**

24 Referrals in February

**Stay and Play and Baby Bunch**

13 children with hearing concerns/identifications have been regularly attending.

**Parent Leader Program, Snapshots Program, and Deaf Mentor Program:**

- English and Spanish group virtual Parent Network Support meetings have been underway for a 5-week series since the beginning of February.
- A panel of 4 Snapshot Providers responded in a Q&A session during session 5 of the Parent Network Support Series.
- The monthly frequency for all Mentor services continues. Visits with families under a 30-mile radius are being approved for face-to-face visits upon request, and greater than 30 miles are being asked to stay virtual due to budget constraints. These restrictions are being evaluated monthly. Parent feedback strongly requests face-to-face and weekly visits resume ASAP. Virtual ASL playdates are being shared as an additional opportunity for these families.

**Family Focused Events/Series:**

- Virtual ASL Playdates- 2/7, 2/14, 2/21, and 2/28, 3/6 and 3/27  
Presentations targeting various age groups will take place from 4-6:15 in 45 min segments each day. Goal is preacademic exposure in ASL. 1-2 families attend each event on average.
- Pre-Literacy: Pre-Literacy events in English are always booked to capacity. Spanish has 2-3 families on average.
  - February- *The Runaway Bunny*- 2/24
  - March- *Fly*- 3/30

**Regional Events:**

Upcoming PIP events:

- April 13, 2024, Deaf Connect, Tallahassee (Alumni Event)
- April 27, 2024, Hunsaker Farms Event- Bradenton

**Outreach/Information Sharing Activities:**

- Florida Ear Community Picnic for families of children with microtia and atresia will take place June 1, 2024, in Orlando.



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

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**Early Intervention Enrollment – Parent Infant Program Blind**

- 260 children as of 3/27/2024
- Stay and Play Toddler Program: Four toddlers are participating.

**Leadership Activities**

- Prepared monthly reports for DBS.
- Preparations underway for the Family Matters Conference.
- Preparations underway for the VIISA training in March
- Interviewed for a staff assistant position.

**Outreach for Families**

- Retirement Home for Horses: We want kids to explore horses and other things associated with horses. The children will have the chance to feed the horses apples, carrots, and bananas. The families will be able to interact and connect with other.
- Valentine Social: The venue is excellent to work on Orientation and Mobility Skills. There are stairs and ramps of varying types for the children to explore in a safe environment. There are interesting statues for the children to see and touch. The families have become acquainted through previous socials and were happy to catch up. We had a craft project related to Valentines Day. By coincidence a couple who were training a potential guide dog arrived and the children were allowed to interact or play near the dog. The event was a big hit.
- TOOLS for Success Conference: Informational Conference with sessions about various aspects of teaching, caring for, and planning for the future of people with special needs.
- Mt. Herman Family Resource Fair

**Outreach/Information Sharing Activities**

PIP-Blind/VI 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.

- Interagency Council Meetings for Calhoun, Escambia, Marion, Okaloosa, Santa Rosa, Union, Walton Counties
- Division of Blind Services Meeting
- TATS Meetings
- 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*

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**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 the state of Florida.

- The Winter session has started with 40 participants and three instructors. We have about half actively participating. We will send out surveys to those who withdrew and to those who remained in the class to gather feedback about the program.
- The Community Ed ASL class grew, and we added a second teacher and meeting time. There are 13 participants in one class and six in the other class. We have had an increase in requests for community classes from local businesses and agencies.

**Conference Exhibits:** FSDB Ambassadors provide representation at various external events across the state of Florida.

- FSDB was represented at Deaf Nation on March 23, 2024. It was estimated that 5,000 attendees were at this event.
- FSDB was represented at the Hillsborough Deaf/HH Community Festival on March 16, 2024.

**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 2024 virtual ECC Interactive learning Series will take place just before Spring break on March 23, 2024.
- The Spring Regional Blind/Visually Impaired event co-sponsored with Florida State University (FSU) and Florida Low Vision Initiative (FLVI) is scheduled for April 13, 2024 on the FSU Campus.
- A regional event called Deaf Connect is also taking place in Tallahassee. FSDB's Early Intervention and School-Age Outreach Programs are coordinating the event in partnership with Hands & Voices. There will be many regional partners joining to share information with families and the community.

**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.

- Registration is open for the session to begin on March 25, 2024
- The course is fully enrolled, and the materials were shipped to registrants the week before the class begins.

**Evenings with the Experts:** Virtual presentations to provide information and resources to students, parents, and professionals in Florida's Deaf Education and Blind Education communities. Partners from across the state are invited to present.

- We are currently recruiting and preparing our guest presenters for the annual series. The Evenings with the Experts series brings topics of interest to the Deaf Community and the Blind Community.

**FSDB Expo and Open House Events:** Campus events featuring FSDB programs.

- FSDB Regional Braille Challenge will be held on March 1, 2024, in Kramer, Copeland, and the Music building. We had guests from neighboring counties attend, and participants competed in braille contests, met other students and professionals, and family members participated in our Parent Engagement Workshops.
- Spring Community Open House was on March 6, 2024. We had around 400 people attend this event!

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

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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 - 2 Volumes during February

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 (BEESS), or as indicated by needs assessments.

- Updated - *Principle 5: Specially Designed Instruction is Individual* (statewide)
- Updated - *Staying Connected: State/Federal Projects and Professional Development Opportunities* (statewide)

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.

- *Involving Dads* - Florida Family Leaders Network (FFLN) Summit (statewide)
- *Moderated Parent Roundtable Discussion* - Florida Family Leaders Network Summit (statewide)
- *RMTC-DHH Overview* - Florida Coordinating Council for the Deaf/Hard of Hearing (FCCDHH) Meeting - 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.

- *Listening and Spoken Language Strategies: Thinking Outside the [Theme] Box* - in-person (regional)
- *Coffee with the Contacts* - virtual (statewide)
- *Assistive Technology: Lesson Integration* - in-person (regional)

**Districts participating in PLCs:** Brevard, Columbia, Duval, Hardee, 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:

- Okeechobee - Classroom Observation
- Polk - ASL EST Evaluation Scoring

RMTC-DHH responded to requests from school districts and other stakeholder and provided **technical assistance** through coaching and mentoring, consultation, support, and/or the sharing of information and resources, as well as through 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, Charlotte, Citrus, Collier, Columbia, Collier, Duval, Gilchrist, Hardee, Highlands, Hillsborough, Levy, Marion, Okaloosa, Okeechobee, Orange, Osceola, Palm Beach, Pasco, Pinellas, Polk, St. Johns, St. Lucie, Volusia, Walton, Wakulla, Washington
  - **Other Agencies/States:** FDLRS Action, FDLRS Admin, Iowa, Living Rock Community Church, University of Central Florida, University of North Florida
- **District staff utilizing the RMTC-DHH Media & Materials Free Loan Library created 11 new accounts and returned 9 borrowed materials:**
  - **Districts:** Brevard, Charlotte, Escambia, Hardee, Hendry, Hillsborough, Manatee, Marion, Orange, Osceola, Palm Beach
  - **Other Agencies/States:** University of Central Florida

**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/BEES). Activities include the following:

**Conference or Meeting Attendance:**

- Florida Family Leaders Network (FFLN) Summit
- FIN Statewide Family Series Virtual Meeting
- Florida Coordinating Council for the Deaf and Hard of Hearing (FCCDHH)
- Florida Educators of Students who are Deaf/Hard of Hearing Board Meeting
- Finalsite Webmaster Webinar - Love Notes: A Finalsite Client Panel
- Finalsite Office Hours
- Pinellas SIPS Emergency Plan Discussion Meeting

- Rule Development Workshop for Students who are Visually Impaired
- FSDB Outreach Meeting
- BEST Summer Math Institute Planning Meeting

### **Collaborative Efforts**

- **Florida Family Leader Network (FFLN) Summit** - discussion tables coordination, statewide stakeholders from multiple agencies, parents, and other organizations; facilitated table discussions for multiple groups during several sessions at the conference.
- **Passport to Learning Sensory Strand Collaboration** - RMTC-DHH, with TLC and FIMC-VI, collaborated to plan a three-part series specific to the sensory needs of students who are DHH, Passport to Learning, for delivery in September. Through this collaboration, stakeholders throughout Florida were able to participate in this collaborative journey to explore and learn about assistive technology to promote the success of students who are Deaf/hard of hearing and/or blind or visually impaired in the K-12 academic setting.
- **Family Cafe Presentation Planning Meeting** - RMTC-DHH, the Florida Inclusion Network, and the Florida Instructional Materials Center for the Visually Impaired met to collaborate on a presentation for the annual Family Cafe conference.
- **Listening and Spoken Language Strategies: Thinking Outside the [Theme] Box** - collaboration with the UCF Listening Center - RMTC-DHH met with the UCF Listening Center to debrief about the previously presented professional learning opportunity and discuss future delivery.
- **DHH Eligibility Rule Drafting Collaboration** - RMTC-DHH met with members of the Florida Department of Education Bureau of Exceptional Education and Student Services to discuss components of the proposed changes to the rule for eligibility for students suspected of being deaf or hard of hearing.
- **TA-Live! Instructional HLPs** - collaboration with Florida Problem Solving and Response to Intervention Project (PS/RtI) - RMTC-DHH and PS/RtI staff collaborated on the instructional high-leverage practices (HLP) 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.

### **Workgroup/Committee Participation**

- **Family Cafe Planning Committee Meeting** - Statewide stakeholders (FDOE, FDOH, other agencies, parent organizations, discretionary projects) met to discuss, plan, and problem-solve topics and issues surrounding the upcoming Family Cafe Conference.

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*Technology Services Department  
Administrator Shelley Ardis*

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### **Technology Services Projects:**

- A total of 659 IT Requests have been entered since January 1, 2024. The counts submitted per month are January 230, February 273, and March 156. The outcomes as of 3/26 are:
  - Closed 495

- Open 164
- The third phase of the television project is underway to add additional TVs in multipurpose spaces with emergency alerts that are in American Sign Language (ASL), spoken, and captioned. The distribution equipment was consolidated in preparation for moving it to the Data Center and out of the McClure Building in June.
- Patrick Turnage, alum and Network Analyst/Coordinator of Assistive Technology, presented at the California State University, Northridge (CSUN) Conference. This is an amazing honor and opportunity to showcase his efforts to manage our Braille Note devices using a mobile device management system.
- Members of the technology department have joined weekly meetings about Gregg Hall construction and some other meetings specific to facilities projects underway.
- The team has been participating weekly in calls hosted by the FL Digital Services agency.
- Wifi refresh installations have been ongoing and documents are being updated to budget for the 2024-2025 year. A network analysis was performed to determine if our bandwidth is sufficient, and we analyzed the power consumption in each building network room.

**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  
April 2024**

Year two of the 2022-2027 Strategic Planning is well underway, and the champions for each Strategic Priority have been working with their teams to review and create action items for the 2023-2034 school year.

The summaries below are for the areas addressed this past month and may include upcoming activities plans for this year.

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

### **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.**

With 95% of FSDB positions filled as of March 26, 2024, 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 March 26, 2024, 39 Exit Interviews have been sent, and 21 people completed them (approximately 54%). All were completed and shared with the employee's direct supervisor, the next-level supervisor, and administrator (PAT member).

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

The Executive Director of Training and Quality Assurance (TQA) met with leaders from the University of North Florida's (UNF) Continuing Education program before the holiday break to discuss a proposal for providing a leadership program for FSDB Supervisors.

After a review of UNF's multi-year proposal, it has been determined that the comprehensive plan will not be utilized at this time, and FSDB will focus on other internal professional development opportunities to enhance current supervisory skills.

A multi-disciplinary supervisory team created core competencies for a leadership and succession management training program. Based on the work of this group, data gathered has been used to develop course objectives for a supervisory professional development program.

The ERRE Champions will meet with leadership members from Academics, Boarding, Allied Health, Business Services, and Human Resources departments to review and finalize the supervisory course objectives and present the plan to the Strategic Leadership Team for adoption.

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

As of March 19, 2024, 54 staff members and families have completed waivers for using FSDB facilities.

On March 5, 2024, the Internal Community Involvement Committee met and welcomed five new members. The committee discussed strategies to ignite the enthusiasm of staff members about upcoming employee engagement activities. The committee then generated a proposed framework for 2024-2025 activities, which will be submitted to the Strategic Leadership Team for review and approval. The committee also generated an idea for the final engagement activity for the 2023-2024 school year. A campus-wide scavenger hunt is in the works, to be held April 15 - April 19. We hope that the scavenger hunt will encourage staff members to visit departments beyond where they work. We also hope to further educate our staff members about our amazing campus and history.

Survey Says! The 2023-2024 Employee Engagement Survey yielded a record response rate, with 87% of staff members taking the time to participate. The impressive engagement rate of 94% substantiates that FSDB employees have positive perceptions regarding their growth, team, supervisor, and job. 99% of FSDB staff members support the mission, vision, values, and priorities. That same percentage acknowledges that they understand the safety and security procedures. 94% of staff members feel comfortable offering ideas for improving our work, and 92% of staff members indicate that their team is encouraged to work together effectively to increase department productivity. 94% of staff members feel like they belong to the FSDB community. Teams will have the opportunity to review data and identify strategies to maintain the momentum of enhanced engagement.

## **Strategic Priority 2: Success for Students**

(Champions: Scott Trejbal and Randi Mitchell)

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

Academic leaders continue to do nine (9) Look-Fors weekly to view classrooms during the lesson's beginning, middle, and end. Staff from the Bureau of School Improvement (BSI) and Bureau of Exceptional Education and Student Services (BEES) from the Florida Department of Education came to support FSDB's Look-For process on March 6 and 7, 2024. The Academic Leaders, BSI, and BEES worked together to look at action steps to continue to meet our goal of engaging students and supporting student success in the classroom. The Academic Specialists are working closely with teachers to finalize the English Language Arts and Math Curriculum Maps as we finish the year. Teachers will add information related to the Look-For document into the Curriculum Maps to support instructional planning.

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



The Executive Director of Career and Technical Education is collaborating with teachers to identify advanced certification assessments for students in the upcoming school year and devising strategies to enhance student performance on existing certification assessments. FSDB has also entered into final discussions with Project 10, a state discretionary project, to provide support on strengthening our existing Deferral Program (18-22). We are looking forward to the support that will be provided by Project 10.

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

Functional assessment alignment has been completed. A functional assessment will be completed for each student by the close of school. All curriculum activities are being documented and tracked in Skyward.

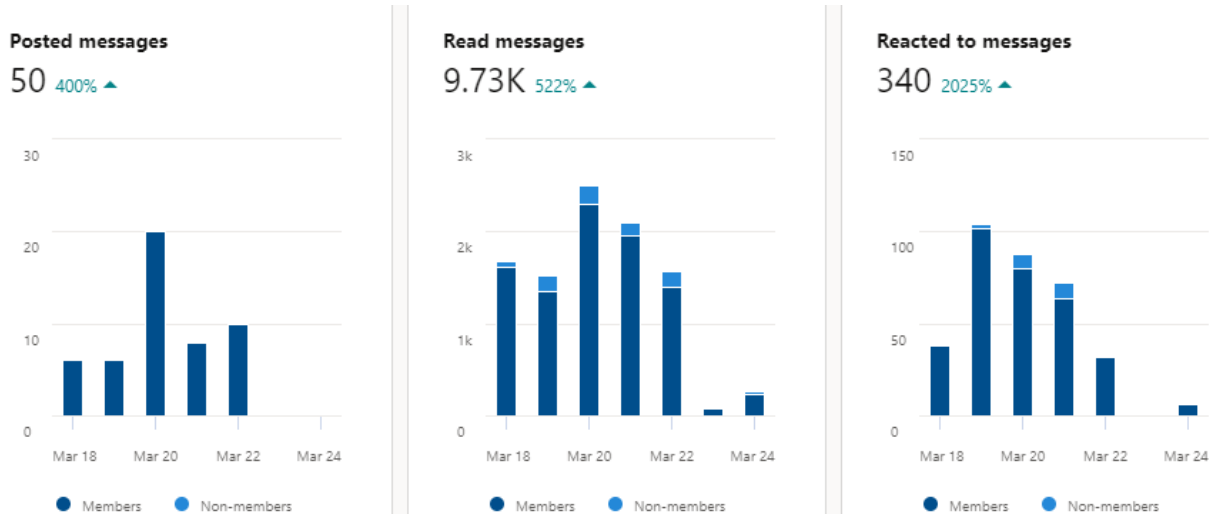
**Strategic Priority 3: Everyone Knows Our Name**  
(Champions: Michael Johnson and Shelley Ardis)

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

Regularly scheduled meetings are being held to develop the new FSDB website. Photographers are on campus the week of March 25 to take photos of Athletics Teams, Performing Art Groups, and other pictures to update materials published and disseminated to external audiences. All print materials are being reviewed along with program sponsors to make updates for the next school year.

**Priority 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.**

A platform called *Viva Engage* is used internally to share information across the campus community. There are "Communities" that have targeted information. When critical information needs to be shared, an announcement feature can be used to post the message and email it to all campus staff members. One of the "Communities" updated this year to support Priority Goal 1, called *Employee Recruitment, Retention, and Engagement (HR and more!)*, has been very active and is meeting goals to increase internal stakeholder satisfaction. In the past 28 days (as of 3/25/24) there are 468 active members and 106 posted messages. The community engagement statistics are being shared with each community leadership team so they can learn how to see their data.



[Three bar graphs display statistics between March 18 – 24. There were 50 posted messages, up 400%, 9.73K read messages, up 522%, and 340 reactions to messages, up 2025%.]

Meetings are being held to analyze data that is external facing and internal facing to determine the best location for information to be published and how to present internally the content that will be published on the external website.

**Priority 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.**

There are changes underway for the Outreach Services Department. Jennifer Cato has been promoted to the Executive Director of Outreach Services position and brings extensive knowledge and relationships from across the state to her new role. It will be exciting to see the continued growth of the Outreach Services Program to partner with and support school districts statewide.

Recent Engagements:

- Two regional events are taking place in Tallahassee on April 13: *Deaf Connect* and an event for families of blind students, *Sensational Pathways for 21<sup>st</sup> Century Learners*. These events are designed to unite families with professionals from across the region. FSDB's Outreach Teams are collaborating to bring activities for children in the early intervention and school-age programs.
- The *Expanded Core Curriculum Interactive Virtual Event* took place on March 23.
- 322 students and 95 adults registered for our Spring FSDB Open House, held on March 6. The audience included homeschool programs, students in programs at the University of North Florida and Florida State College of Jacksonville, Gainesville Lions Club members, private school students, and students from Pasco County and Seminole County.
- The School Age Outreach Services team, has fielded 157 requests for technical assistance or information this school year.
- Over 110 tours have been conducted this school year for prospective families, alumni, and community members.
- Patrick Turnage presented at the international California State University, Northridge Assistive Technology Conference (CSUN) to share how he manages our braille mobile devices using a mobile device management application.

Planning and programming are underway for the activities and events that will be held during the 2024-2025 school year.

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

**SUBJECT: Surplus Property**

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**PROPOSED BOARD ACTION**

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

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**Attachment: Surplus Property List**

**Presenter/Department: John Wester, Comptroller**



Attention: Julia Mintzer, Administrator of Business Services

Subject: Surplus Review Board Report

Line No.	FSDB Property Item No.	Property Description	Acquisition Date	Acquisition Cost
1	56153	hp printer	8/12/2015	\$5,304.14
2	41250	piano	7/13/1989	\$2,600.00
2	41253	piano	7/7/1989	\$3,200.00
3	37181	drum set	2/1/1985	\$1,300.00
3	41252	piano	7/7/1989	\$3,200.00
4	41254	piano	7/7/1989	\$3,200.00
4	56678	macbook	5/23/2017	\$1,212.00
5	57329	macbook	6/24/2020	\$1,539.00
5	57174	macbook	11/4/2019	\$1,499.00
6	56929	macbook	1/8/2019	\$1,550.00
6	56643	macbook	5/23/2017	\$2,017.00
7	56413	imac	6/16/2016	\$2,140.00
7	56447	imac	7/7/2016	\$1,700.00
8	56953	macbook	1/8/2019	\$1,550.00
8	53026	my reaqrder 2	7/16/2009	\$3,995.00
9	53499	my reaqrder 2	7/6/2009	\$3,495.00
9	52521	cctv	7/1/2008	\$2,560.00
10	53498	cctv	7/6/2009	\$3,495.00
10	55101	speaker system	8/27/2010	\$1,656.00
11	54472	braille labeler	10/12/2010	\$1,095.00
11	56136	braille and print	5/18/2015	\$5,095.00
12	51950	cctv	10/5/2006	\$2,080.00
12	53024	my reader	7/16/2009	\$2,395.00
13	57347	smartboard	7/16/2020	\$4,783.75
13	53725	smartview xtend	7/22/2010	\$2,245.00
14	55956	embosser	11/19/2013	\$1,932.78
14	56865	imac	10/31/2018	\$2,500.00
15	55663	hive ap 330	10/26/2011	\$1,020.24
15	55666	hive ap 330	10/26/2011	\$1,020.24
16	49065	unisaw	5/21/2002	\$1,846.00
16	57033	palto alto networks	3/28/2019	\$6,650.00
17	57032	palto alto networks	3/28/2019	\$6,650.00
17	55458	server 2960	10/18/2011	\$2,197.30
18	46424	embroidery machine	7/23/1998	\$3,996.86
18	55640	my reader	1/17/2012	\$4,135.00
19	57017	table bench	9/5/2018	\$1,666.83
19	24199	goal posts	5/1/1971	\$1,210.82
20	57321	imac	6/24/2020	\$1,539.00



20	57169	macbook	11/4/2019	\$1,499.00
21	57178	macbook	11/4/2019	\$1,499.00
21	57177	macbook	11/4/2019	\$1,499.00
22	57173	macbook	11/4/2019	\$1,499.00
22	57180	macbook	11/4/2019	\$1,499.00
23	56930	macbook	1/8/2019	\$1,550.00
23	56910	thinkpad	12/7/2018	\$1,123.00
24	57168	macbook	11/4/2019	\$1,499.00
24	57189	macbook	1/7/2020	\$2,839.00
25	57086	macbook	6/12/2019	\$2,039.00
25	57088	macbook	6/12/2019	\$2,039.00
26	56955	macbook	1/8/2019	\$1,550.00
26	57166	macbook	11/4/2019	\$1,499.00
27	57164	macbook	11/4/2019	\$1,499.00
27	57179	macbook	11/4/2019	\$1,499.00
28	56048	imac	8/27/2014	\$1,318.56
28	53854	gate operator	7/20/2010	\$2,334.00
29	53855	gate operator	7/20/2010	\$2,334.00
29	53849	gate operator	7/20/2010	\$2,098.00
30	53850	gate operator	7/20/2010	\$2,098.00
30	53851	gate operator	7/20/2010	\$2,098.00
31	53857	gate operator	7/20/2010	\$2,056.00
31	53858	gate operator	7/20/2010	\$2,056.00
			Grand Total	\$142,294.52

In accordance with FSDB guidelines, the above list of surplus items with FSDB property item numbers have been reviewed by the Surplus Review Board and have been deemed to be obsolete, not worth repairing if broken, and no longer serve a useful function to the school. This list is being submitted for approval for proper disposal and removal from FSDB campus grounds.

**Review Board Members:**

Signed:

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Kim Whitwam

Signed:

\_\_\_\_\_

Shelley Ardis

Signed:

\_\_\_\_\_

Corbett Owens

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

**SUBJECT: Use of FSDB Facilities Rate Schedule — 2024-2025**

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**PROPOSED BOARD ACTION**

Board approval is requested to implement the Use of FSDB Facilities Rate Schedule for the 2024-2025 fiscal year. The facilities rates represent a slight drop of -0.32% due to a reduction in net capital assets during the year. Labor costs categories reflected changes from -8.3% to 13.7%.

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**Attachment: Use of FSDB Facilities Rate Schedule — 2024-2025**

**Presenter/Department: John Wester, Comptroller**

**Use of FSDB Facilities – Rate Schedule  
Effective July 1, 2024**

**A. ROOM USE**

	<b>BUILDING NAME</b>	<b>FLAT FEE</b>
*	Campus-wide Per Room	\$220.86
**	Kirk Auditorium	\$1,540.14
**	Music Building Auditorium	\$1,000.17
	Settles Gym	\$2,283.53
	Knowles Gym	\$1,005.53
	Copeland Gym	\$1,155.95

\* All rooms (classrooms, conference rooms, gyms, etc.) shall be charged per room for the Flat Fee, which includes utilities. Dormitory use – see below.

\*\* No food or beverages. Flat Fee includes utilities.

\*\* Occupancy will be limited to the available seating. (Kirk Auditorium – 841; Music Building Auditorium – 243)

\*\* Aisles and exits will be kept clear at all times.

**NOTE:** One-half the amount of the Flat Fee will be applied to times of use other than the performance hours (rehearsals, early openings, etc.). Flat Fee charges apply to each single use for a duration of no longer than one 8-hour day per single use.

**B. DORMITORY USE**

The fee shall be \$35.13 per night, per person, per single room. The fee includes utilities, use of bath facilities, and custodial labor.

<b>DORMITORIES</b>		
Bloxham Hall	Koger Hall	Rhyne Hall
Cary White Complex	Kramer Hall	Ted Johnson Apartments
Collins Hall	MacWilliams Hall	Vaill Hall
Gregg Hall	McLane Hall	Wartmann Hall Apartments
James Hall	Ray Charles Apartments	

**C. VEHICLE USE**

FSDB vehicles are not available for use.

**Use of FSDB Facilities – Rate Schedule**

**Effective July 1, 2024**

**Page 2**

**D. LABOR**

Program Support Personnel (Maintenance and Custodial) will be required at all indoor events. Maintenance personnel are required beginning one-half hour prior to the start of the event until completion of the event. Custodial personnel are required to provide cleanup. Campus Police will be utilized during events requiring parking and traffic control. Each event will be reviewed to determine the approximate labor hours required.

**Additional personnel will be required when occupancy is expected to be at capacity or when deemed appropriate by FSDB. The following hourly rates will be applied to the fee based on the personnel needs required for the event. The costs are the responsibility of the facility user.**

<b>SUPPORT PERSONNEL</b>	<b>HOURLY RATES</b>
Custodial	\$30.68
Maintenance Technician	\$36.98
Police	\$59.25
Safety	\$38.85
Audio/Visual Technician	\$27.90

**E. MISCELLANEOUS FACILITIES**

Program Support Personnel may be required for outdoor events. Each event will be reviewed to determine the approximate labor hours required.

<b>FACILITY</b>	<b>FEE</b>
Football Field/ Track	Day Use: \$90.00 per hour Night Use: \$113.00 per hour
Grounds	\$226.00 per use
Pool	\$23.00 per hour A certified lifeguard must be on duty at all times when the pool is in use. The facility user is responsible for securing the certified lifeguard.

**F. FOOD COSTS**

The facility user will arrange menus and provide the estimated number of participants to be served. This information will be provided to the FSDB Director of Culinary Programs. The FSDB Director of Culinary Programs, in turn, will order the appropriate food items to implement the approved menu. Invoices for food will be presented to the facility user for immediate payment at the conclusion of the activity. In addition, the facility user must engage FSDB Culinary Programs employees under separate contracts at their current hourly rates. The FSDB Director of Culinary Programs will provide a list of requisite employees under separate contracts at current hourly rates.