



Agenda

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

Moore Hall, Center for Learning and Development
January 19, 2024, at 9:00 a.m.

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I. <u>Call to Order</u>	
II. <u>Pledge of Allegiance</u>	
III. <u>Roll Call</u>	
IV. <u>Public Comments</u> Limited to three minutes per person with a maximum of 45 minutes per meeting for all public comments.	
V. <u>Executive Session</u>	
VI. <u>Approval of Meeting Minutes</u> Minutes, Board of Trustees Meeting, December 8, 2023	1-4
VII. <u>President's Reports</u> President's Report – President Snow Legislative Update – Ms. Eccles	5 6-7
VIII. <u>Department Updates</u> Allied Health Services – Dr. Gustetic Boarding Program – Ms. Grunder Business Services – Ms. Mintzer Blind Department – Ms. Bogue Communications & Public Relations – Mr. Johnson Deaf Department – Mr. Curran Human Resources – Ms. Bucca Instructional Services – Mr. Trejbal Outreach, Parent Services and Technology Services – Ms. Ardis	8-11 12-17 18-37 38-42 43-45 46-48 49 50-53 54-62
IX. <u>Strategic Plan Update</u> – President Snow	63-66
X. <u>Action Items</u> 1. Surplus Property 2. 2023-24 Reallocation of Excess or Unused Funds 3. Continuation of Business Prior to Approval of the Fiscal Year 2024-25 Operating Budget 4. Fiscal Year 2024-25 Out-of-State Tuition Rate	67-68 69 70 71
XI. <u>New Business</u> None	
XII. <u>Unfinished Business</u> None	
XIII. <u>Board Comments</u>	
XIV. <u>Adjournment</u>	



Florida School for the Deaf & the Blind

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Board of Trustees Meeting Minutes
Moore Hall, Center for Learning and Development
December 8, 2023, 9:45 a.m.

Attendance

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

Absent: Mr. Terry Hadley and Mr. Owen McCaul.

Call to Order

Tracie Snow, FSDB President and Board Secretary, 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.

Elect Chair Pro Tempore

President Snow explained to the Board that due to the absence of Mr. McCaul and Mr. Hadley, Chair and Vice Chair, the Board would need to select a Chair Pro Tempore.

- In accordance with Robert's Rules of Order Newly Revised. "*An elected chair pro tem.*" If neither the president nor any vice president is present, the secretary—or in the secretary's absence some other member—should call the meeting to order, and the assembly should immediately elect chair pro tem to preside during that session."

Dr. Zavelson moved to elect Mrs. Chapman to chair the meeting. The motion was seconded by Mr. Kramer and carried unanimously by the Board.

Ms. Chapman accepted the chair's position and ran the remainder of the meeting.

Pledge of Allegiance

Deaf Elementary School student Kimaya Bowles and Blind Elementary School student Kessler Freed led the Board and audience in the Pledge of Allegiance.

Public Comment

Ms. DD Stein, FSDB Education Association Representative, expressed her appreciation for the administration allowing the Florida Education Association and American Federation of Teachers Association's leadership to tour the campus. They were impressed with the campus and all the resources available to our students. She also explained that the FSDB EA had gifted the Board with the beautiful plant dishes, and she wished everyone happy holidays and Happy New Year.

Approval of Meeting Minutes

Dr. Zavelson moved to approve the minutes from the Regular Board of Trustees Meeting held on October 27, 2023. The motion was seconded by Mrs. LeFors 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.

- The Annual Holiday celebration is for students, staff, and families. Santa, Mrs. Claus, and the Grinch celebrated with the students. President Snow thanked Ms. Kathleen Grunder, Administrator of Boarding Services, and her staff in the Recreation program for putting together another fantastic event for the students.
- Our Cheerleaders were recognized as best in dance for the third year at the Infinity Winter Classic.
- Blind High School students competed in the District Thespian Society competition. They competed in nine events and received the following ratings. Two were Excellent, seven Superior, one Critics Choice Alternate, and one Critics Choice. All of them qualified to compete at the States in Tampa this spring.
- Maria Williams was named overall Teach of the Year, and Tracy Dennis is our School Related Employee of the Year.
- A group of our Deaf Middle School students had an opportunity to go to the U.S. Space Rocket Center in Huntsville, AL.
- Deaf eighth graders went to Washington, DC.
- We recently had the Blind Homecoming. Their theme this year was the Circus. On the day of their parade, the weather was cold and raining, but they pivoted and still had a fantastic event with staff from many departments coming out to show their support.
- Both Goalball teams won; the boys took the gold, and the girls took the bronze.
- President Snow introduced Angel Arizaga. He is joining us as the new Administrator of Allied Health Services to replace Stan Gustetic, who is retiring. Angel comes to FSDB with an extensive career in the military and mental health.

Legislative Update

Ms. Patsy Eccles, Legislative Specialist, provided an update indicating that the governor's budget was released last week. He has recommended funding for McClure Hall, and he has also continued our annualized funding. This recommendation will provide a much easier path as the budget goes on to the legislature. The 2024 session starts in January, and things are looking really positive as we start.

Department Updates

Business Services

Ms. Julia Mintzer, Administrator of Business Services, agreed with Ms. Eccles that this is excellent news for FSDB. However, there are escalating costs that we need to consider, and we will work to get additional funding through fixed capital outlay funds. We are moving forward with Kramer Hall, and we have started the process through advertising for a design-build firm.

Mr. Dave Hanvey, USB Financial Advisor, provided an update on the FSDB Endowment Funds I & II. He said, "We will end this year on a good note." The markets were up, and the Federal Reserve has provided some good news on inflation. He wished everyone Happy Hanukkah, Merry Christmas, and Happy New Year.

Strategic Plan Updates

Ms. Julia Mintzer, Administrator of Business Services; Mr. Scott Trejbal, Administrator of Instructional Services; Ms. Shelley Ardis, Administrator of Outreach, Technology, and Parent Services, and President Snow provided updates to the Board on the various ways the Strategic Planning team is working on their specific and combined strategic planning goals.

Action Items

Action Item #1 - Surplus Property

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

Dr. Zavelson moved to accept Action Item #1, as presented. The motion was seconded by Mr. Kramer and carried unanimously by the Board.

Action Item #2 – Adoption of OPP 10.51 Florida Harm Prevention and Threat Management Policy

Board approval was requested to adopt OPP 10.51 Florida Harm Prevention and Threat Management Policy.

Mr. Kramer moved to accept Action Item #2, as presented. The motion was seconded by Mrs. LeFors and carried unanimously by the Board.

Discussion: Mr. Kramer asked how this plan compares to what the district schools are doing. Lt. Arlene Lagasse, School Safety Specialist, explained that this is a comprehensive plan that all school districts are transitioning to using. The former program CSTAG, which was our previous model, will be sunsetting on December 31, 2023, and this will replace it on January 1. The state of Florida has been working hard to get everyone trained since early summer, so each district is ready to implement this new policy in January.

New Business

Mrs. LeFors requested that a fact-finding committee, separate from the Board of Trustees, be formed to look at ways to help Deaf elementary and middle school students with language deprivation. She requested Board approval for the establishment of this committee.

Mrs. LeFors moved to establish a fact-finding committee on language deprivation in FSDB's Deaf Elementary and Middle School student population. The committee will report its findings to the Board in a workshop. The motion was seconded by Mr. Kramer and approved unanimously by the Board.

Discussion: Mrs. LeFors explained that the School Improvement Plans (SIPs) indicated that in Deaf Elementary and Middle Schools, many students have language deprivation, and some cannot read English well enough to pull up their test scores. There are three objectives that the committee will work to accomplish:

1. Using existing data, identify student proficiency in ASL usage (1st language) at grade levels.
2. Identify current Language Planning training and expectations for classroom teachers.

3. Identify which assessments are currently being used to assess American Sign Language levels of students; identify current curriculum being used for instruction (tier 1); identify current interventions being used with students in the classroom (tier 2 and 3); identify current tutoring options being used with students.

Mrs. LeFors proposed a six-month timeline to gather and assess the data. The committee would then present the findings to the Board during the August 2024 Workshop Meeting.

President Snow suggested that the committee have representation from the Early Learning Center, the elementary and middle school teachers, bilingual specialists, reading specialists, and the Executive Director of Curriculum and Professional Development.

Dr. Zavelson has concerns about some possibly negative situations that may, from time to time, occur on the FSDB campus. As BOT members, we are responsible for all actions that might occur and, as such, need to be reassured that any such actions have been addressed and that, if such actions might have a possible systemic nature, that the Administration has and will take proactive steps to assure that staff is reminded of the rules that dictate the actions and the behavior of all employees. He wants reassurance that these situations are handled appropriately and in accordance with Operational Policies and Procedures (OPPs). Additionally, he wants to know what measures are being implemented to keep them from happening in the future.

Unfinished Business

No unfinished business

Board Comments

The Trustees thanked Mrs. Chapman for stepping in and chairing the meeting. Mr. Kramer said he enjoyed reading all the department reports and thanked everyone for their hard work. The Trustees thanked the FSDB EA for the beautiful garden dishes and wished everyone a happy and healthy holiday and New Year.

Adjournment

The meeting adjourned at 11:14 a.m.

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

Tracie C. Snow
President

Christine Chapman
Board Chair, Pro Tempore



Florida School for the Deaf & the Blind

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President's Report
Tracie C. Snow
Board of Trustees Meeting
January 19, 2024

Happy New Year!

As we reflect on the events that unfolded in the three eventful weeks of December before the break, it's evident that our school community was engaged in a multitude of learning and celebratory activities. I am proud to have witnessed the resilience and determination of our students as they also completed their progress monitoring assessments.

A special congratulations goes out to those students who completed their journey at FSDB, receiving their standard diploma after choosing the path of deferred graduation. Personally, handing them their diplomas is always such an honor. I am excited to share that, for the first time, we are sharing their inspiring stories through social media. We've reached out to each of them to learn from their experiences, asking questions about their time at FSDB, their favorite memories, and the reasons behind their decision to defer graduation. Every student embarks on their unique path at FSDB, and it's heartening to acknowledge their accomplishments on the graduation stage and, for some, a second time as they depart after their post-graduation period. We extend our heartfelt wishes for success in their future endeavors.

Here's a brief overview of some December highlights that showcase the engagement of our students, staff, and families at FSDB:

- Our boys' and girls' basketball, wrestling, weightlifting, and cheerleading teams kept the energy high with spirited performances. A special mention to our cheerleaders, who clinched the Best Dance title at the Infinity Winter Classic for the third consecutive year.
- The Blind Department hosted the PBiS Holiday Shoppe, allowing students to "shop" for their families, have gifts wrapped, and enjoy a snack.
- The FSDB Music Department's Annual Holiday Concert featured outstanding performances by the Concert Band, Cobra Chorus, Concert Chorus, and Blinding Lights Show Choir.
- The Dance Troupe brought holiday cheer and laughter with their signed and danced Candy Cane Lane Performance just before the break.
- The entire school participated in Winter Spirit Week the last week before the break, with students and staff donning festive attire such as holiday sweaters, Santa hats, reindeer headbands, festive footwear, sparkling shirts, and holiday-themed quotes.
- Across the campus, holiday potlucks for breakfast and lunch provided opportunities for staff to come together and celebrate the joy of being part of our school community.

As we welcome the new year, let's carry the spirit of camaraderie and achievement into the upcoming months. We are wishing everyone a prosperous and joyous 2024!



December brought the final two legislative interim committee meetings before the start of the 2024 Legislative Session in January. These meetings were used mainly to hear the presentation of the Governor's Recommended Fiscal Year 2024-25 Budget. Additionally, The Florida Senate workshopped one of the Senate President's legislative priorities, the deregulation of public school state requirements.

As to the Governor's Recommended budget, funding for the construction of FSDB's McClure Hall was included in the amount requested by the school. The recommendation of about \$6 million in capital outlay funds will need to be raised to approximately \$11 million as FSDB seeks legislative support. As previously explained to the board, this increase is due to the rise in construction costs and foundation work necessary for the construction. The Governor's budget did not include FSDB's request for further salary enhancement for the school.

At this point in the process of passing the deregulation bills, of which there are three, there is not believed to be any significant impact on FSDB. Because deregulation is a Senate priority, there has not yet been much work on the issue in the House. FSDB will continue to monitor these bills and others relating to education and state agencies. The 2024 Regular Legislative Session is scheduled to begin on January 9, 2024.

On another front, Congressman John Rutherford's office contacted me to connect for possible future issues affecting the deaf community and potentially our deaf and hard-of-hearing students. The congressman has relaunched and co-chaired the Congressional Deaf Caucus. FSDB is mentioned in the press release that announced this February 2023. This will be an interesting connection to learn of proposed and passed federal policies that might impact our students now or in the future.



Press Release

WASHINGTON, D.C. - Today, Congressman John Rutherford (FL-05) and Congressman Mark Takano (CA-39) released the following statement after relaunching the Congressional Deaf Caucus in the 118th Congress. Rutherford and Takano will serve as co-chairs of this bipartisan caucus dedicated to bolstering the relationship between members of Congress and their Deaf and hard-of-hearing constituents and advocating for accessibility policies.

"For the last ten years, the Congressional Deaf Caucus has focused on bringing awareness to the challenges felt by Deaf and hard of hearing Americans, including those at the Florida School for the Deaf and Blind located in Northeast Florida," **said Rep. Rutherford.** "I am excited to join Rep. Takano again in addressing opportunities in Congress to promote equity for the Deaf and hard of hearing communities."

“I’m thrilled to celebrate the tenth anniversary of the Congressional Deaf Caucus by relaunching the Caucus in the 118th Congress with Representative Rutherford,” **said Rep. Mark Takano**. “As a former teacher, and the representative in Congress for the California School for the Deaf in Riverside, I will continue to work to breakdown educational barriers for the hard-of-hearing and fight for robust resources to make schools more accessible for Deaf students and their families. As Members of Congress, I believe it is our charge to advocate for a more inclusive and equitable society for all.”

Last Congress, the Congressional Deaf Caucus sent a letter to the Federal Communications Commission encouraging an increase in compensation rates for Video Relay Services. In May 2021, the Caucus held a briefing on legislation to improve services and educational opportunities for students who are Deaf, hard of hearing, blind, and deaf-blind. Rutherford and Takano also published an **op-ed** on the award-winning film “CODA” and its lesson that Deaf Americans can participate fully in public life and their democratic institutions.

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

- The Legislative Budget Commission issues the Long-Range Financial Outlook.
- State Agencies submit their 2023-24 Legislative Budget Requests.
- The Legislature reviews the agencies’ budget requests and receives status reports on prior session issues.
- The Governor makes his budget recommendations 30 days before the onset of the legislative session.
- **House and Senate committees workshop the budget.**
- Each chamber passes an independent appropriations bill.
- The differences between the bills are resolved through a budget conference by members of the House and Senate.
- The product of the conference process is the Conference Report of the General Appropriations Act.
- Once both chambers adopt the GAA, the Governor has line-item veto authority as he signs the bill.
- With the consensus of the House and 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



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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	Feb 2024	Mar 2024	Apr 2024	May 2024
ACU Visits (*Total includes all students that were assessed in the ACU clinic as a "Walk-ins", "Scheduled Appts." "Physicals", "Vision Screenings", and "Miscellaneous.")	2,235	287	561	614	495	278					
TCU Visits (*Total includes all students that were admitted to the TCU.)	136	9	37	45	22	23					
Admission Interviews	43	18	7	7	6	5					
Eye Clinic- Specialty	23	0	5	7	7	4					
PDC Clinic- Specialty	38	0	9	13	10	6					
Psychiatry Clinic- Specialty	14	0	4	2	5	3					
Off Campus (*ER visits, Ophthalmology, Home)	7	3	0	3	0	1					
Totals	2,496	317	623	691	545	320	0	0	0	0	0

Sofia 2 Testing	Total	Aug 2023 (12 days)	Sept 2023 (20 days)	Oct 2023 (21 days)	Nov 2023 (16 days)	Dec 2023 (**11days)	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024
Quidel Strep Test	155	27	33	36	35	24					
Quidel Influenza A & B Test	137	20	24	39	34	20					
Quidel SARS Antigen	145	21	29	42	32	21					
	437	68	86	117	101	65	0	0	0	0	0

Physicians/ Specialists	Total	Aug 2023 (12 days)	Sept 2023 (20 days)	Oct 2023 (21 days)	Nov 2023 (16 days)	Dec 2023 (**11days)	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024
Physician Assistant	250	31	51	66	68	34					
Medical Director/ Pediatrician	40	0	9	13	12	6					
Ophthalmologist	23	0	5	7	7	4					
Psychiatry	15	0	4	3	5	3					
	328	31	69	89	92	47	0	0	0	0	0

Dental Report

Dental Clinic Procedures	Total	Aug 2023 (12 days)	Sept 2023 (20 days)	Oct 2023 (21 days)	Nov 2023 (16 days)	Dec 2023 (**11days)	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024
Hygiene	49	5	22	9	13	0					
X-ray	26	0	2	1	21	2					
Emergency	3	0	0	1	2	0					
Other	21	17	0	3	0	1					
Operative	20	0	0	8	0	12					
Surgical	0	0	0	0	0	0					
Preventative	0	0	0	0	0	0					
Screening	17	0	0	11	0	6					
Exam	19	0	0	15	0	4					
	155	22	24	48	36	25	0	0	0	0	0

Dental Staff	Total	Aug 2023 (12 days)	Sept 2023 (20 days)	Oct 2023 (21 days)	Nov 2023 (16 days)	Dec 2023 (**11days)	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024
UF Dentistry	58	0	0	36	0	22					
Hygienist	97	22	24	12	36	3					

OT/PT

Happy 2024! We are so excited for what the new year will bring: renewed vigor to accomplish goals, the prospect of a fresh start, and resolutions! January will be a time for housekeeping as the OT/PT schedule will need to be refreshed to accommodate changing school schedules and adding new students. Once the new schedule is set, we will work with the students on their OT and PT resolutions. The OT/PT hallway board will be transformed into the Resolution Proclamation Station. The students will list what they hope to work on this year, in general, and in OT or PT. We look forward to seeing what big and little goals the students have on their radar for 2024.

January also brings with it our new OT intern, Brendan Quinn. He is coming to us from the University of St. Augustine. Brendan will be with us until April. We have high hopes that Brendan will be an exciting addition to our department.

The new year causes us to reflect on the year that has ended and the triumphs and trials that have occurred. Our department is so grateful for one another and the support system that we have in each other. We hope you have plenty of goodness to reflect on from the year gone by and that this year brings all kinds of loveliness.

Speech & Audiology

Speech and Audiology staff are working hard to meet our students' needs. Unfortunately, we continue to have two unfilled speech-language pathologists (SLP) positions, which impacts the caseloads of our current speech-language pathologists.

In Deaf Elementary School, Sharon Griffiths' students love learning new vocabulary and/or practicing their speech skills while playing the "Oops" game. They play this game by picking a card and telling the name on the card. They keep all their cards, but if they pick the "oops" card, they go back into the pile and have to start again. This is a fun way to build vocabulary (spoken and/or signed) with lots of repetition. Students have also been targeting seasonal vocabulary and description tasks to expand utterances. Lizzy Gordon (SLP) reported that the Elf on the Shelf has been making his way around the building, much to the joy of the students!

Speech Language Pathologist Paige Barber has continued to target vocabulary skills in speech and language therapy sessions. Recently, there has been a focus on synonyms and antonyms, or words that mean the same and words that mean the opposite. Students enjoy naming synonyms and antonyms for tier 2 vocabulary words and using synonyms and antonyms context clues to identify the meaning of unknown words. For example, a synonym context clue would be "The elephant was enormous! It was so big that it couldn't fit through the narrow gate." To identify the meaning

of “enormous,” they can find a similar word in the sentence, like “big,” to determine that enormous means large. Students are learning how to apply these skills in their academic classes.

In the Deaf High School, speech-language pathologist Sally Satin is working with some students on increasing the complexity of their written Standard English. They are interactively expanding sentences on the SmartBoard. Here is an actual example of a sentence progression: *I like cars.* → *I like police cars.* → *I like black and white police cars.* → *I like black and white police cars with lights.* → *I like black and white police cars with lights and sirens.* Some of the students use the opportunity to be creative as well. One of Ms. Satin’s students asked her to share his sentence with his mother at his IEP meeting. He started with: *I am going home.* Using the same sentence progression as shown above, the student’s final sentence was: *I am going home this Friday afternoon on a public bus to see my mother-in-law and my son.* Oh really? No, but learning a language is most effective when there is an element of fun!

Ms. Carla Ferber, Blind Elementary ULS Teacher, collaborated with Blind Department SLP Donna Huffstetler for their second “Language and Literacy Celebration” on December 7, 2023. The text that was utilized for the presentation was “Pete the Cat Saves Christmas.” This event required preparation and planning by one Middle School ULS student, the “guest speaker/presenter,” and the Elementary ULS students, who participated in lessons with “Words to Know” targeted vocabulary. Each younger student selected Five rhyming pairs from the text and presented them at their individualized reading levels. For example, braille vs large print and letter identification/spelling the words vs actually reading the words. This gave the younger ULS students opportunities to actively participate in the language and literacy experience before the middle school students read aloud the text to all in attendance. This event gave options to all students involved, from developing confidence in leadership to building confidence in their ability to identify letters/ spell words or read words for the group. After the event, with “Pete the Cat” theme placemats under each, all enjoyed the cupcake treats! Merry Christmas!

Finally, Melissa Johnson (SLP in DMS) and her husband Ryan welcomed a new addition to their family. Graham Everett was born on November 25, weighing 7lbs 10oz! Big brother Ruben was so excited!

Mental Health Department

In November, Dee Stoddard hosted and supported four Deaf High School boys through a community service initiative. The team was eager to continue their efforts and volunteered to assist Dee in completing the packing of boxes for transportation to buses. Students received their Angel Tree gifts from incredible community donors. The donated gifts were sent home during the first week of December. The McKinney-Vento Team -Wendy Williams, Dee Stoddard, Jessica Friedman, Laura Pamer, and Lucy Mitchell- prepared students classified as homeless for the cool

months during the fall shopping trip. The team takes students to Target to shop for Fall/Winter clothing and shoes. MV students go shopping twice a year, in the Fall and Spring. And just in time for Winter Break, the PBiS/Character Education & Resilience Education Holiday Shoppe, led by Laura Pamer, took place on December 20 for all grades in the Blind Department. Students used their PBiS tickets to purchase gifts for their families. Volunteers on campus and in the community supported the students by assisting with wrapping.

Culinary Department

- 1) Transportation - We will continue positive interaction and cooperation between departments is very positive. Students were given freshly baked muffin snacks that they enjoyed.
- 2) Meals- Continuing the Appreciation from Students on Food Quality and Selection. Pizza ovens and fryers are scheduled to be installed over winter break.
 - a) Dinner – New items added: Jambalaya, Asian theme meals.
 - b) Lunches – added mashed potato bowls.
 - c) Farm to School program in November featured squash
 - d) Overall participation was good in November. The deadline for data submission to FANS (Florida Automated Nutritional Services) was November 30, and revisions are on December 29. Amount reimbursed \$28,779.
- 3) Compliance
 - The director attended training in Tampa.
 - Dietician Linda Wiley announced her immediate retirement.
- 4) Events
 - Thanksgiving dinner was a huge success; homemade pies were made, and we had participation from other departments.
 - Upcoming – Christmas cookie event and dinner.
 - Appreciation Lunch & Breakfast for Dorm Staff.
- 5) Employee Engagement
 - Survey & Action Plan Meeting on December 21.

Stan Gustetic

Stan Gustetic
Administrator Allied Health Services



Apartment Program

Young Men

The Apartment Program young men have been enjoying going off campus during November. Our blind/visually impaired students, accompanied by staff, have been utilizing their orientation and mobility skills to visit surrounding restaurants such as Subway, Dunkin' Donuts, and sometimes Vinny's Place. On December 19, the students of the young men's apartments will have an opportunity to demonstrate those skills at the St. Johns Town Center. The students look forward to this annual trip and enjoy themselves.

Our Blind High School students in the apartments enjoy every minute with their peers. If they are not learning new skills in the kitchen, they are often found socializing. This group of students not only listen to music but also sing and play music themselves. Ray Charles 1st, floor students continue to do an amazing job in our program.

The students decorated the dorms for the holidays and put up Christmas trees in the apartments. The key event this month was our annual Holiday Celebration. The students enjoyed Santa and Mrs. Claus, as they do each year. They worked as a team and paid close attention to the underclassmen and the younger kids visiting our campus.

Our team is utilizing resources to best serve our student population here in the young men's apartments. Several team members of the apartments are considering pursuing higher education or starting courses during the spring semester to obtain the skills to serve our stakeholders better. Overall, we are ending 2023 on a high note for students and staff members. We will welcome 2024 and the spring semester with open arms.

Young Ladies

We held our annual Thanksgiving dinner in Knowles Hall on November 14. The event was fabulous, and the food was great! But the night's highlight wasn't the food; what stood out most was the teamwork among students and staff. This year, we have a large population of Blind/VI students who need assistance getting their food and drink. Due to the large number of students needing assistance, the food line experienced a traffic jam. When our deaf students noticed that staff needed help, they jumped to assist without being asked. This helped speed things up tremendously. By the end of the night, everyone was stuffed and pleasantly sleepy. We are already looking forward to next year's dinner.

To celebrate the holiday season, we will have a holiday celebration this year for ladies only. To obtain student buy-in, we met to decide what we'd like to do. Two staff members were

surprised our students didn't want to have a big meal. We will have desserts, hot chocolate, and a reindeer trail mix this year. Our fun activities include Bingo, The Saran Wrapped Ball game, and a holiday movie. Everyone will wear pajamas to make the event feel cozy and like home. We are looking forward to some holiday cheer and fun on December 14.

As the school year's first semester ends, it's time to celebrate/appreciate staff members. During a recent staff meeting, we served lunch prepared by the supervisor and enjoyed a few holiday-themed team-building activities. Before the holiday break, we will travel to the St. Johns Town Center for holiday shopping. This year, the apartment girls have nearly all our students going. Our students were so excited about this event that many contacted their parents in advance regarding the trip. We look forward to an evening of food, fun, and shopping on December 19.

Blind Department

Kramer Hall

- The Kramer students had a great month. We did several activities that taught the students about being grateful. One activity was making arts and crafts to give to family members with notes that read why the students were thankful for them. Another was a game about supporting each other and ways to handle stressful situations. All the students shared great ideas about taking a moment to calm themselves.
- The students also had a 'Friendsgiving,' when friends celebrate Thanksgiving before the day. Several dishes were prepared, and staff decorated the common room with Thanksgiving-themed décor. The students were able to socialize and enjoy all the different options.
- We have several fun activities planned for Kramer students in the coming weeks.

Cary White

- As the weeks and months progress, the students learn more about taking care of themselves and being more aware of how their behavior impacts others. Recent lessons in daily living skills included being more organized, personal health, and basic hygiene skills.
- We've had several students join sports teams on campus, including swimming, football, basketball, and wrestling. Team experiences prompted much discussion, and the students who were not participating in the sport learned that supporting the competing students is both fun and helpful.
- The Cary White students also participated in Mentoring Nights, which involves MacWilliams students visiting the dorm and socializing with Cary White students. This is a good opportunity for the students to witness and learn more responsible behaviors.
- In the coming weeks, Cary White students will partake in a delicious meal provided by their dorm staff as a thank-you to each of them for being awesome and amazing.

Koger Hall

- The Koger Hall students have enjoyed getting into the festive season. They enjoyed decorating the dorm's Christmas trees while listening to Christmas music and having hot

chocolate. They made 'Grinch' cookies to share with different groups around campus. We also had a 'paint night' where the girls painted pictures on white canvases to give as Christmas gifts.

- Before leaving for winter break, the students gathered in the dorm to celebrate the holidays with s'mores, a White Elephant Exchange, and games. Everyone had a great time!

MacWilliams Hall

- Our November/December community service project is ongoing. We collect canned goods and other non-perishable food items to assist with schoolwide holiday collections and donate to local food banks. These donations will help families in need during the holidays. Before Thanksgiving break, we provided more than 35 items to the DMS Thanksgiving meal drive. Items collected through December 15 will be donated to local shelters and food banks.
- MacWilliams staff will prepare a 'Pre Winter-Break' spaghetti dinner for our students on December 18.
- We're making our lists and checking them twice. On December 19, we will go to St. Johns Town Center for holiday shopping.

Deaf Department Elementary and Middle School

Vaill Hall

- Vaill Hall's staff and supervisor are working to reduce unwanted behaviors by discussing and learning about behavior management in our meetings. We are also increasing the quality of time spent with students. Staff are increasing games and activities with students regularly, schedule permitting. Staff will also employ the 2x10 strategy – meeting with two students weekly for 10 minutes each to converse and build rapport.
- Staff learned about behavior-specific praise in a recent training. "Behavior-specific praise is a positive statement directed toward a student or group of students that acknowledges a desired behavior in specific, observable, and measurable terms. An educator using behavior-specific praise explicitly states the exact behavior the student demonstrated to meet expectations." – from the Peabody College of Education, Vanderbilt University.
- Vaill Hall is also implementing an addition to our token reward system. This is based on behavior calendars and earned by good behavior throughout the week. We will incorporate using coins to give students instant rewards when staff witness desired actions or behavior. Students can trade four earned coins for a 'dragon dollar' to be used in the dorm store.
- In the Annex, students earn dragon dollars to buy time to play the Nintendo Switch.
- Students enjoyed decorating the dorm for the holidays, and they enjoyed the holiday fest with Santa and Mrs. Claus. They enjoyed telling Santa what they wanted for the holidays. Students and staff will decorate cookies and have hot cocoa together to celebrate.

Bloxham Hall (Gregg Hall)

- As many of you know, Gregg Hall has been torn down to build a new dorm for us. Bloxham staff and students were excited to see activity around Gregg Hall. As the building came down, they began to wonder what the new building would look like. Our staff are grateful to everyone who has worked on this project. We understand the challenges those staff faced, appreciate their efforts, and look forward to seeing the fruits of their labors.
- This month, our staff focused on maintaining a clean and tidy living environment as part of our independent living skill curriculum. Students have a daily duty, which they complete in the morning and the evening. Their duties rotate weekly. The staff demonstrates each duty to ensure students understand the expectations for that task. Staff have given our students feedback, including re-teaching when necessary, to ensure they can complete their tasks well.
- After a restful Thanksgiving break, Bloxham Hall girls on the Middle School basketball team had their first game. While they didn't win, they knew this was the time to learn position responsibilities, develop new skills, and learn how to support each other as a team. Bloxham students have also been active in both sideline cheer at basketball games and competitive cheer. We could tie this into November's Resilience and Character Education traits: grit and courage. The girls are learning that building fundamentals contributes to long-term success. We also worked with small groups, discussing the importance of supporting your peers when you see them having a hard time and speaking up when you see something concerning. This was our follow-up to October's bullying prevention. Our girls enjoyed the time at home with their families, returned rested and refreshed, and spent the first few days helping staff decorate the dorm for the holiday season.

McLane Hall

- In McLane Hall, November and December have been busy and fun. The McLane Hall boys were busy enjoying and planning for the holidays. Before the Thanksgiving break, the students savored a Thanksgiving meal served by the FSDB administrators, including Mel Goodall and Mathew Ward. They enjoyed socializing with their peers, boarding staff, teachers, and administrators. They had turkey, mashed potatoes, green beans, salad, and a slice of pumpkin pie. The boys also helped decorate the dorm to celebrate the holidays. They put up colorful lights and décor.
- Most of our students in McLane Hall participate in winter sports like basketball and wrestling. David McFee, the supervisor of McLane Hall, is the Middle School basketball coach. He encouraged the boys and got many to sign up for basketball. It is a great way to keep everybody active and, at the same time, work on their academic performance by meeting the coach's basketball expectations.
- Last week, the boys enjoyed hot chocolate and warm cookies while meeting Santa and Mrs. Santa Claus to share their holiday wishes. They later traveled to the Avenues Mall in Jacksonville for holiday shopping. The students will soon go home for winter break to spend time with their loved ones.

- The character theme for December is “Cooperation and Gratitude.” We teach our boys daily how important it is to be grateful for everything they have: family, friends, and love. We teach them that even a small offering of appreciation can go a long way.
- The McLane Hall staff and students want to wish you all a happy and safe holiday!

Deaf Department High School

James Hall

- The students enjoyed a great Thanksgiving dinner provided by the cafeteria. The tables were decorated with tablecloths and centerpieces, the administrators served food, and the students and staff enjoyed sitting down together to enjoy a meal.
- We’ve recognized the following students for November Students of the Week: Mareesa, Chelcie, Raiyanah, Starling, Sakura, and Marshanti. These young ladies did an outstanding job showing positive behavior and resilience. Our Students of the Month for November are Kayla and Jada. They both received a \$10 Domino’s Pizza gift card from the dorm supervisor, and their pictures will be displayed on our SOM (student of the month) board for the entire month.
- Community service for November entailed giving thank-you cards to all our veterans on campus. Our veterans were truly surprised, and the cards brought some to tears. It was very touching. Some of our students went to the public library to help with yard clean-up. The staff at the library were thankful.

Rhyne Hall

- Before their Thanksgiving break, some boys engaged in community service, dedicating their time to packing meals for the homeless during the Thanksgiving season. After break, they also dedicated their time to decorating a holiday tree at the elementary school. It is important to teach the students independence, but they must also learn how to give back to the community.
- The boys have three field trips planned before winter break. They went to Flagler College to rally together to support Flagler College’s basketball team a few weeks ago. They went to Nease High School for a silent event hosted by the ASL students, and they will also go to St. Johns Town Center for their annual holiday shopping on December 19. The students look forward to the trip to the Town Center every year. This allows some students to buy gifts or whatever they need for the holidays.
- The Rhyne Hall boys enjoyed watching the holiday performance and had cookies and hot cocoa afterward. They also got to see Santa Claus and Mrs. Claus.
- The boys look forward to decorating the dorm for the holidays, making cookies from scratch with staff, and playing games to win prizes.

Recreation Department

The Recreation Department is working on the Holiday Celebration to be held in December – the Dance Troupe and the Elementary Chorus from the blind and deaf departments will be performing. The elementary students have been practicing for this event.

FSDB Elementary Dance Program

We continue to learn new skills and combinations for all dance, tap, ballet, and jazz disciplines. The students are progressing and stay very interested in learning.

Respectfully submitted by:

Kathleen Grunder

Administrator of Residential Services



ACCOUNTING

John Wester, Comptroller

General

Prompt Payment – Section 215.422, Florida Statutes, compliance (*Prompt Payment of Vendor Invoices*). For the period ended November 30, 2023, 100.00% of 230 invoices were paid under the statute (compliance minimum is 95%).

Purchasing

Tangible Personal Property Inventory – Rule 69I-72.006, Florida Administrative Code. The annual inventory of property is proceeding as planned.

ADVANCEMENT

Traci Anderson, Executive Director of Advancement

<u>Donations for November 2023</u> Number of Donors = 319 Number of Gifts = 326 Dollars Received = \$58,280.39	<u>Donations for November 2022</u> Number of Donors = 292 Number of Gifts = 301 Dollars Received = \$66,974.09
<u>Current FY To Date</u> Number of Donors = 1,149 Number of Gifts = 1,641 Dollars Received = \$580,922.11	<u>Previous FY to Date</u> Number of Donors = 1,079 Number of Gifts = 1,542 Dollars Received = \$565,205.77

#GivingTuesday Statistics

Facebook: 7 comments, 20 shares 248 likes
Instagram: 111 likes
Total Donations: 6 individuals
Donations Total: \$360

BUSINESS SERVICES BULLETIN

Julia Mintzer, Administrator of Business Services

Business Services Bulletin: December 15, 2023

Accounting, Budget Management, Purchasing, and Student Bank

The Accounting team remains busy as they finalize the financial statement in preparation for audit. They continue to process the varying purchases and contracts, both general revenue and private funded. If you have questions, don't hesitate to reach out to the FSDB Comptroller, John Wester.

Advancement

Many thanks to those of you who have already participated in private funding training as you execute projects this year and prepare to submit 2024-2025 requests. If you have questions about proposed project activities and anticipated funding streams, please contact your program administrator. These team members engage in monthly budget meetings and have a thorough understanding of programmatic needs.

Academics – Blind: Carol Bogue

Academics – Deaf: Don Curran

Allied Health Services: Stan Gustetic and Angel Arizaga

Boarding Services: Kathleen Grunder

Business Services: Julia Mintzer

Instructional Services: Scott Trejbal

Outreach and Technology: Shelley Ardis

Campus Police

The FSDB Campus Police Department offers student classes that are 30 to 60 minutes long and are instructed by one of our Officers. Most classes are offered Monday - Friday during school hours with the exception being DARE which is only offered Monday - Thursday 8am - 2pm. If you are interested in one or multiple classes, please contact Investigator Kelly Thomas for scheduling.

Employee Engagement

Mark your calendar! Employee Field Day is scheduled for January 12, 2024. Michael Johnson posted an announcement about teams and activities. Join in the fun!

Safety and Facility Operations

Today, they are pouring cement as the foundation work for Gregg Hall begins. Now, things will get really exciting!

The bleacher contract has been executed! The existing bleachers will not be removed until shortly before the install of the new bleachers. We will share more details when they are available.

Training and Quality Assurance

If you have not completed your Moodle trainings, please do so. Today is the deadline for course completion. Just a friendly reminder that the Threat Management course was launched on Friday. That one is due today as well.

Transportation

Although we will never stop looking for bus drivers, we are almost fully staffed in Transportation. Please continue to spread the word about the amazing employment opportunities at FSDB.

INVESTMENT PERFORMANCE

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

Endowment I

During November, Endowment I increased +\$971,759.70 (+5.40%), increased +6.17% Year to Date, and increased +4.10% for the trailing 12 months with a closing portfolio value of \$19,602,269.77. Dividends and interest income totaled +\$54,353.98 and accrued interest decreased -\$16,421.58. During the same period, the Benchmark increased 7.00%, increased +9.17%, and +6.36% while the S&P 500 increased 9.13%, +20.58%, and +13.84% respectively. Additionally, \$125,000 was withdrawn during the month.

Endowment II

Endowment II increased +\$536,435.28 (+5.17%), +5.94% Year to Date, and 3.81% for the trailing 12 months with a closing portfolio value of \$11,383,560.34. Dividends and interest income totaled +\$21,653.67 and accrued interest increased +\$1,397.15.

Market Overview

Not all companies have participated equally during the market rally in 2023. The Magnificent 7 composed of the top 7 stocks in the S&P 500, consisted of approximately 28% of the S&P 500 total value. They included the following companies: Apple, Amazon, Alphabet, Meta Platforms, Microsoft, Nvidia, and Tesla. As of December 7th, the S&P 500 increased + 0.42% for the month while increasing +21.31% for the year. Comparatively, the Equal weight S&P 500 increased 1.19% for the month and 5.84% for the same period. Interestingly, we saw the market rally's breadth increase with more companies going higher and outperforming the Magnificent 7. The UBS central scenario forecast projection for the S&P 500 is 4,500 (-1.0% a/o 12/07) by June 2024.

SAFETY AND FACILITIES OPERATIONS

Guy Maltese, Executive Director of Safety and Facilities Operations

Project Management

- The Gregg Hall project continues – demolition is complete, the site is elevated above the flood plain, and the MEP infrastructure and foundation work are both underway.
- Activations were implemented for architectural and engineering on the following projects: Kids Town theater, Settles storefront, door schedule assessment, McClure site study, pool filtration, and others.
- Storm sewer repair is completed at Hogle/Laundry/Pope.

- The Kramer Hall renovation project continues with an advertisement for design-build qualifications of vendors.
- Gore Hall roofing façade repairs are underway.
- MacWilliams roofing repairs are underway.
- Storm drains upgrade at Knowles/Gregg/James/Police is underway.
- The stadium bleacher project contract has been executed.
- Upgrades to the IT building A/C are completed.
- 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 (TQA) Department held, or will hold, the following training classes between December 10, 2023, and January 19, 2024: two Florida Model Threat trainings, one CPI full course, one CPI Refresher course, three CPR courses, one AlerT training, three Private Funding trainings, and one QPR course.

TQA worked with the School Safety Specialist to create an online Moodle Course outlining the new *Florida Threat Management Model* process, which becomes effective on January 1, 2024. All FTE employees were required to complete this online course on or before December 15, 2023.

Six additional Moodle Courses are in development with a planned release date of February 2024. These include Bloodborne Pathogens, General Workplace Safety, Hazard Communications, Personal Protective Equipment, QPR Update/Self-Harm Policy Review, and Drug-Free Workplace Training (for supervisors only).

The Safety Education Fair Committee is in planning mode and invitations have been sent to agency safety partners, health and wellness associations, and various school departments. The event is on February 21, 2024.

Respectfully Submitted,

Julia Mintzer

Administrator of Business Services



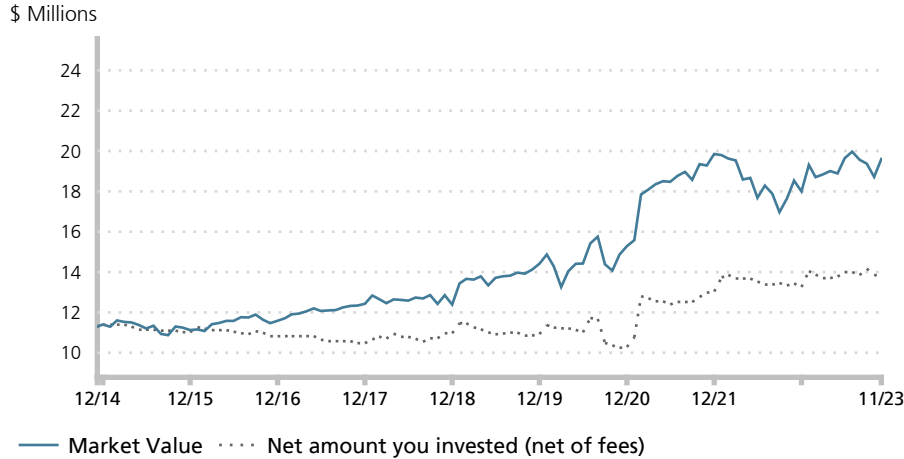
Performance Review

as of November 30, 2023

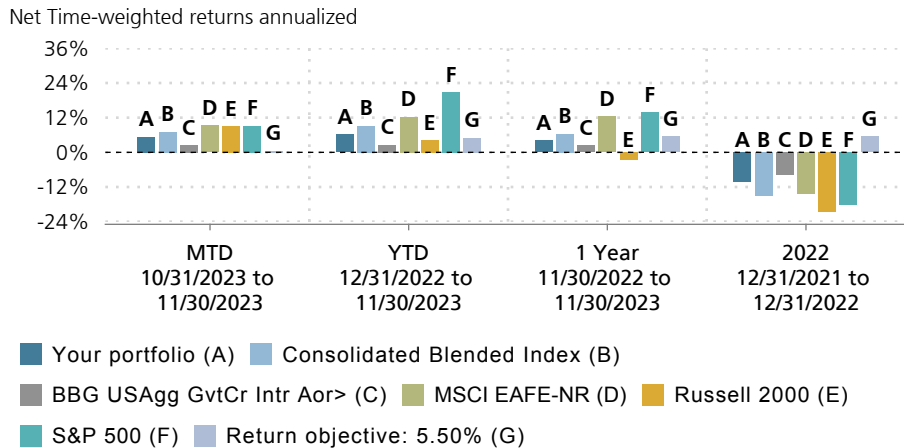
Consolidated report prepared for FSDB Endowment I

NX XX181 ESG
 NX XX182 Small Cap
 NX XX185 OEI
 NX XX186 MID CAP
 NX XX187 Fixed Income
 NX XX189 Fixed Income
 NX XX190 Global Focused
 NX XX191 Div Ruler

Sources of Portfolio Value



Portfolio and Selected Benchmark Returns



Portfolio Value and Investment Results

	Performance returns (annualized > 1 year)			
	MTD 10/31/2023 to 11/30/2023	YTD 12/31/2022 to 11/30/2023	1 Year 11/30/2022 to 11/30/2023	2022 12/31/2021 to 12/31/2022
Opening value	18,717,577.66	17,998,774.89	18,533,752.28	19,854,287.74
Net deposits/withdrawals	-125,000.00	379,333.99	203,031.72	121,340.08
Div./interest income	54,353.98	446,068.15	488,019.48	429,197.71
Change in accr. interest	-16,421.58	3,527.72	21,098.19	11,824.46
Change in value	971,759.70	774,565.02	356,368.09	-2,417,875.10
Closing value	19,602,269.77	19,602,269.77	19,602,269.77	17,998,774.89
Net Time-weighted ROR	5.40	6.17	4.10	-10.09

Net deposits and withdrawals include program and account fees.

Time Weighted Rates of Return (Net of Fees)

	Performance returns (annualized > 1 year)			
	MTD 10/31/2023 to 11/30/2023	YTD 12/31/2022 to 11/30/2023	1 Year 11/30/2022 to 11/30/2023	2022 12/31/2021 to 12/31/2022
Your portfolio(%)	5.40	6.17	4.10	-10.09
Consolidated Blended Index	7.00	9.17	6.36	-15.16
BBG USAgg GvtCr Intr Aor>	2.44	2.53	2.32	-7.93
MSCI EAFE-NR	9.28	12.27	12.36	-14.45
Russell 2000	9.05	4.20	-2.57	-20.44
S&P 500	9.13	20.80	13.84	-18.11
Return objective: 5.50%	0.44	5.02	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, January 19, 2024



NX XX181	ESG	NX XX189	Fixed Income
NX XX182	Small Cap	NX XX190	Global Focused
NX XX185	OEI	NX XX191	Div Ruler
NX XX186	MID CAP		
NX XX187	Fixed Income		

Additional Information About Your Portfolio

as of November 30, 2023

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

	Performance	Start date to	ITD
	Start date	11/30/2023	
Consolidated	12/08/2014		4.94%

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 November 30, 2023

Consolidated report prepared for FSDB Endowment I

NX XX181	ESG	NX XX189	Fixed Income
NX XX182	Small Cap	NX XX190	Global Focused
NX XX185	OEI	NX XX191	Div Ruler
NX XX186	MID CAP		
NX XX187	Fixed Income		

		Quarter	1 Year	3 Year	5 Year	7 Year	10 Year
		09/30/2023 to 11/30/2023	11/30/2022 to 11/30/2023	11/30/2020 to 11/30/2023	11/30/2018 to 11/30/2023	11/30/2016 to 11/30/2023	11/30/2013 to 11/30/2023
Cash Alternatives	US Treasury Bill - 3 Mos	0.91	5.02	2.06	1.82	1.65	1.18
US - Fixed Income	BBG Agg Bond	2.88	1.18	-4.47	0.71	0.77	1.37
	BBG Muni 1-10Y 1-12Y	3.77	3.41	-0.38	1.83	2.00	2.00
	BBG Muni 5 Yr 4-6 TR	3.63	3.20	-0.67	1.63	1.79	1.70
	BBG Muni 7 Yr 6-8 TR	4.38	3.61	-0.80	1.98	2.23	2.32
	BBG Muni Bond	5.44	4.28	-0.96	2.03	2.40	2.77
	BBG US Agg Gvt & CR 1-3 Y	1.48	3.57	-0.27	1.43	1.27	1.14
	BBG US Gov/CorpInter TR	2.19	2.67	-2.31	1.39	1.24	1.42
Global/International - Fixed Income	BBG GblAgg	3.79	2.05	-6.37	-0.73	-0.03	-0.09
	BBG GblAgg ex-USD	4.55	2.53	-7.89	-1.98	-0.76	-1.28
US Equity	Dow Jones Ind Avg	7.78	6.19	8.85	9.41	11.88	10.89
	NAREIT Equity	8.37	-2.79	3.58	4.05	5.37	7.10
	NASDAQ Composite	7.62	24.05	5.26	14.17	15.07	13.35
	Russell 1000	6.70	13.57	8.72	12.24	12.73	11.56
	Russell 1000 Growth	9.32	26.17	8.92	16.35	17.15	14.68
	Russell 1000 Value	3.75	1.36	8.27	7.52	7.86	8.08
	Russell 2000	1.61	-2.57	1.13	4.78	5.99	6.13
	Russell 2000 Growth	0.69	-0.83	-4.26	4.16	6.55	6.17
	Russell 2000 Value	2.50	-4.73	6.47	4.71	4.94	5.70
	Russell 2500	2.38	-0.25	3.26	6.91	7.70	7.53
	Russell 3000	6.43	12.61	8.26	11.76	12.28	11.19
	Russell Mid Cap	4.72	2.94	4.91	8.71	9.08	8.93
	Russell Mid Cap Growth	6.47	9.98	0.43	10.04	11.37	10.10
	Russell Mid Cap Value	4.01	-0.75	7.29	7.10	6.88	7.74
	S&P 400 Mid Cap	2.72	1.17	7.36	8.12	8.41	8.69
	S&P 500	6.84	13.84	9.76	12.51	13.01	11.81
Global/International - Equity	MSCI AC World - NR	5.95	12.01	5.69	9.07	9.64	7.60
	MSCI ACWI xUSA-NR	4.50	9.26	1.67	5.06	5.97	3.41
	MSCI EAFE-NR	4.85	12.36	3.80	5.99	6.63	3.89



Financial Markets Summary

as of November 30, 2023 (continued)

Consolidated report prepared for FSDB Endowment I

NX XX181	ESG	NX XX189	Fixed Income
NX XX182	Small Cap	NX XX190	Global Focused
NX XX185	OEI	NX XX191	Div Ruler
NX XX186	MID CAP		
NX XX187	Fixed Income		

	Quarter	1 Year	3 Year	5 Year	7 Year	10 Year
	09/30/2023 to 11/30/2023	11/30/2022 to 11/30/2023	11/30/2020 to 11/30/2023	11/30/2018 to 11/30/2023	11/30/2016 to 11/30/2023	11/30/2013 to 11/30/2023
MSCI Emerging Markets-NR	3.81	4.21	-4.04	2.34	4.44	2.12
MSCI Emerging Markets-PR	3.60	1.52	-6.43	-0.15	1.94	-0.31
MSCI World	6.28	13.56	7.56	10.53	10.91	8.88
Commodities						
DJ UBS Commodity	-1.99	-7.68	13.60	6.28	4.25	-0.72
Goldman Sachs Commodity	-7.68	-2.36	22.88	7.70	5.95	-3.09
Non-Traditional						
HFRI Equity Hedge	N/A	N/A	N/A	N/A	N/A	N/A
HFRI FOF Diversified	N/A	N/A	N/A	N/A	N/A	N/A
HFRX Eqty Hdg-EqMktNeu	1.59	4.65	1.58	-0.38	-0.58	0.09
HFRX Event Driven	0.01	-1.05	-1.90	1.80	0.84	0.34
Balanced						
S&P 500 40% /BBG Agg 60%	4.47	6.23	1.22	5.66	5.80	5.69
S&P 500 50% /BBG Agg 50%	4.86	7.49	2.65	6.85	7.04	6.74
S&P 500 60% /BBG Agg 40%	5.26	8.76	4.07	8.02	8.26	7.78
Miscellaneous						
Consumer Price Index	-0.04	3.35	5.74	4.07	3.53	2.81



Disclosures Applicable to Accounts at UBS Financial Services Inc.

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

provided by the issuer.

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

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

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

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

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

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

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



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

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

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

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

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

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

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

Accounts Included in this Report: The account listing may or may not include all of your accounts with UBS FS. The accounts included in this report are listed under the "Accounts included in this review" shown on the first page or listed at the top of each page. If 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 the information.



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

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

UBS Financial Services account protection

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

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

Neither the SIPC protection nor the supplemental protection apply to:

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

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



Performance Review

as of November 30, 2023

Consolidated report prepared for FSDB Endowment II

^ performance and account start dates differ (see disclosures)

NX XX184 Invesco

NX XX519 F2 OEI

NX XX188 ^ Div Ruler 2

NX XX520 F2 Small Cap

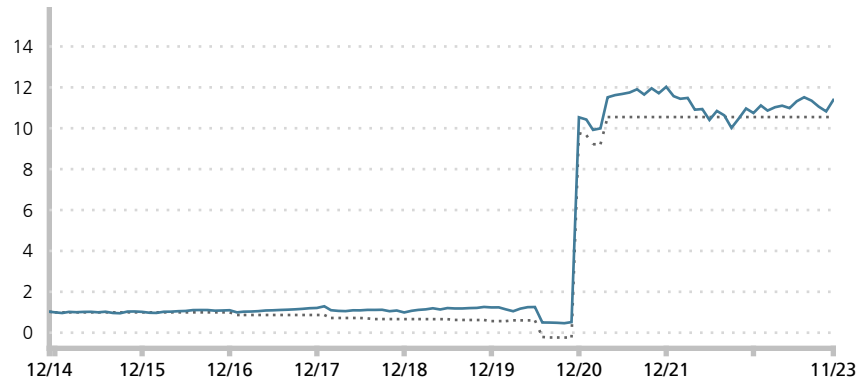
NX XX516 F2 Fixed Income

NX XX517 F2 ESG

NX XX518 F2 LT Themes

Sources of Portfolio Value

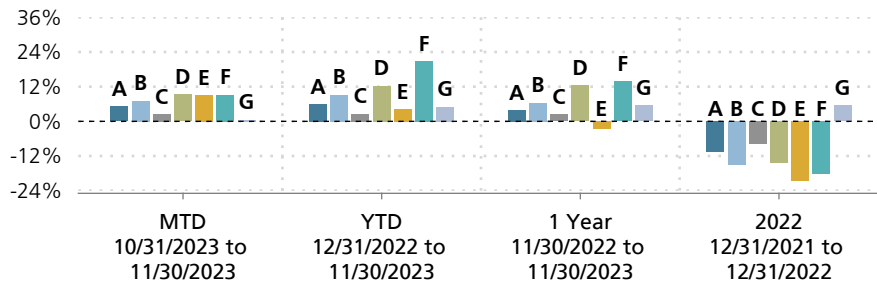
\$ Millions



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

Portfolio and Selected Benchmark Returns

Net Time-weighted returns annualized



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

Portfolio Value and Investment Results

Performance returns (annualized > 1 year)

	MTD 10/31/2023 to 11/30/2023	YTD 12/31/2022 to 11/30/2023	1 Year 11/30/2022 to 11/30/2023	2022 12/31/2021 to 12/31/2022
Opening value	10,824,074.23	10,745,307.02	10,966,199.38	12,027,125.37
Net deposits/withdrawals	0.00	-51,439.74	-51,370.73	-51,648.36
Div./interest income	21,653.67	255,904.83	276,635.00	256,387.50
Change in accr. interest	1,397.15	-757.94	12,319.49	15,697.99
Change in value	536,435.28	434,546.17	179,777.20	-1,502,255.48
Closing value	11,383,560.34	11,383,560.34	11,383,560.34	10,745,307.02
Net Time-weighted ROR	5.17	5.94	3.81	-10.66

Net deposits and withdrawals include program and account fees.

Time Weighted Rates of Return (Net of Fees)

Performance returns (annualized > 1 year)

	MTD 10/31/2023 to 11/30/2023	YTD 12/31/2022 to 11/30/2023	1 Year 11/30/2022 to 11/30/2023	2022 12/31/2021 to 12/31/2022
Your portfolio(%)	5.17	5.94	3.81	-10.66
Consolidated Blended Index	7.00	9.17	6.36	-15.16
BBG USAgg GvtCr Intr Aor>	2.44	2.53	2.32	-7.93
MSCI EAFE-NR	9.28	12.27	12.36	-14.45
Russell 2000	9.05	4.20	-2.57	-20.44
S&P 500	9.13	20.80	13.84	-18.11
Return objective: 5.50%	0.44	5.02	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, January 19, 2024



Additional Information About Your Portfolio

as of November 30, 2023

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

	Performance	Start date to	ITD
	Start date	11/30/2023	
Consolidated	12/08/2014		8.12%

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 November 30, 2023

Consolidated report prepared for FSDB Endowment II

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

		Quarter	1 Year	3 Year	5 Year	7 Year	10 Year
		09/30/2023 to 11/30/2023	11/30/2022 to 11/30/2023	11/30/2020 to 11/30/2023	11/30/2018 to 11/30/2023	11/30/2016 to 11/30/2023	11/30/2013 to 11/30/2023
Cash Alternatives	US Treasury Bill - 3 Mos	0.91	5.02	2.06	1.82	1.65	1.18
US - Fixed Income	BBG Agg Bond	2.88	1.18	-4.47	0.71	0.77	1.37
	BBG Muni 1-10Y 1-12Y	3.77	3.41	-0.38	1.83	2.00	2.00
	BBG Muni 5 Yr 4-6 TR	3.63	3.20	-0.67	1.63	1.79	1.70
	BBG Muni 7 Yr 6-8 TR	4.38	3.61	-0.80	1.98	2.23	2.32
	BBG Muni Bond	5.44	4.28	-0.96	2.03	2.40	2.77
	BBG US Agg Gvt & CR 1-3 Y	1.48	3.57	-0.27	1.43	1.27	1.14
	BBG US Gov/CorpInter TR	2.19	2.67	-2.31	1.39	1.24	1.42
Global/International - Fixed Income	BBG GblAgg	3.79	2.05	-6.37	-0.73	-0.03	-0.09
	BBG GblAgg ex-USD	4.55	2.53	-7.89	-1.98	-0.76	-1.28
US Equity	Dow Jones Ind Avg	7.78	6.19	8.85	9.41	11.88	10.89
	NAREIT Equity	8.37	-2.79	3.58	4.05	5.37	7.10
	NASDAQ Composite	7.62	24.05	5.26	14.17	15.07	13.35
	Russell 1000	6.70	13.57	8.72	12.24	12.73	11.56
	Russell 1000 Growth	9.32	26.17	8.92	16.35	17.15	14.68
	Russell 1000 Value	3.75	1.36	8.27	7.52	7.86	8.08
	Russell 2000	1.61	-2.57	1.13	4.78	5.99	6.13
	Russell 2000 Growth	0.69	-0.83	-4.26	4.16	6.55	6.17
	Russell 2000 Value	2.50	-4.73	6.47	4.71	4.94	5.70
	Russell 2500	2.38	-0.25	3.26	6.91	7.70	7.53
	Russell 3000	6.43	12.61	8.26	11.76	12.28	11.19
	Russell Mid Cap	4.72	2.94	4.91	8.71	9.08	8.93
	Russell Mid Cap Growth	6.47	9.98	0.43	10.04	11.37	10.10
	Russell Mid Cap Value	4.01	-0.75	7.29	7.10	6.88	7.74
	S&P 400 Mid Cap	2.72	1.17	7.36	8.12	8.41	8.69
	S&P 500	6.84	13.84	9.76	12.51	13.01	11.81
Global/International - Equity	MSCI AC World - NR	5.95	12.01	5.69	9.07	9.64	7.60
	MSCI ACWI xUSA-NR	4.50	9.26	1.67	5.06	5.97	3.41
	MSCI EAFE-NR	4.85	12.36	3.80	5.99	6.63	3.89



Financial Markets Summary

as of November 30, 2023 (continued)

	Quarter	1 Year	3 Year	5 Year	7 Year	10 Year
	09/30/2023 to 11/30/2023	11/30/2022 to 11/30/2023	11/30/2020 to 11/30/2023	11/30/2018 to 11/30/2023	11/30/2016 to 11/30/2023	11/30/2013 to 11/30/2023
MSCI Emerging Markets-NR	3.81	4.21	-4.04	2.34	4.44	2.12
MSCI Emerging Markets-PR	3.60	1.52	-6.43	-0.15	1.94	-0.31
MSCI World	6.28	13.56	7.56	10.53	10.91	8.88
Commodities						
DJ UBS Commodity	-1.99	-7.68	13.60	6.28	4.25	-0.72
Goldman Sachs Commodity	-7.68	-2.36	22.88	7.70	5.95	-3.09
Non-Traditional						
HFRI Equity Hedge	N/A	N/A	N/A	N/A	N/A	N/A
HFRI FOF Diversified	N/A	N/A	N/A	N/A	N/A	N/A
HFRX Eqty Hdg-EqMktNeu	1.59	4.65	1.58	-0.38	-0.58	0.09
HFRX Event Driven	0.01	-1.05	-1.90	1.80	0.84	0.34
Balanced						
S&P 500 40% /BBG Agg 60%	4.47	6.23	1.22	5.66	5.80	5.69
S&P 500 50% /BBG Agg 50%	4.86	7.49	2.65	6.85	7.04	6.74
S&P 500 60% /BBG Agg 40%	5.26	8.76	4.07	8.02	8.26	7.78
Miscellaneous						
Consumer Price Index	-0.04	3.35	5.74	4.07	3.53	2.81



Disclosures Applicable to Accounts at UBS Financial Services Inc.

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

provided by the issuer.

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

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

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

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

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

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

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



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

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

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

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

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

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

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

Accounts Included in this Report: The account listing may or may not include all of your accounts with UBS FS. The accounts included in this report are listed under the "Accounts included in this review" shown on the first page or listed at the top of each page. If 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 the information.



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

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

UBS Financial Services account protection

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

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

Neither the SIPC protection nor the supplemental protection apply to:

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

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



Third-Grade Biology Animal Classifications

Our third graders have been diligently researching animal characteristics and their classifications—this multimedia project required students to look up information online and in textbooks. The students created 3-D models of the animal. They used plaster of Paris, modeling clay, Play-Doh, and other fun craft materials to create the representations, and they Brailled notes and captions. Finally, students will present their models and research to other students and practice their presentation and public speaking skills.

Michelle Sminkey – Third Grade Teacher

Spreading Holiday Cheer and Gratitude

During an O&M lesson, Blind elementary students helped Ms. Enache spread some holiday cheer. The students assisted in purchasing flower bouquets for some of our staff members. The students learned about the floral department, customer service, completing transactions at the cash register, and budgeting your money. They explored the conveyor belt, divider bar for purchases, and the debit card reader. At school, the students assisted in delivering the flowers to some of our deserving staff and told them why we are thankful that they are part of our FSDB community!

Jen Enache – Orientation and Mobility Specialist

FMEA Music Education Enrollment Award

FSDB has been selected to receive the **FMEA (Florida Music Education Association) 2024 Music Education Enrollment Award** for our work in promoting quality music education. The award will be presented at the FMEA Professional Development Conference 2024 in Tampa this January 2024. FMEA celebrated our music education enrollment and the contributions we have made to FMEA and music education in the state of Florida. Our music instructors, Leslie Costello and Laurie Wohl, will be formally honored and presented with this award at the FMEA conference in January. We are incredibly pleased and proud of our music program and the achievements of our students who participate in the wide range of musical opportunities at FSDB. The program continues to develop and reach new milestones and achievements on an ongoing basis. Well done, music team!

Blind High School Thespian Troupe 11048 Made History!

This year's District Two Thespian Festival was held on Saturday, December 2, at Douglas Anderson School for the Arts in Jacksonville. FSDB took seven students who completed nine events. The students did well. They earned eleven awards, including 2 Excellent Awards and 7 Superior Awards. Our trio of Fionas (Alexis, Sofie, and Maxx) sang *I Know It's Today* from *Shrek, the Musical*, and they were the small group musical overall runners-up. Sophia earned a perfect score and was announced as the Solo Musical B Critics Choice Overall! Sophia was invited to sing for the evening showcase of top winners, a performance for all Thespians in attendance for the competition.

As a result of their scores, all seven of our FSDB Thespian students competing in the district competition have been invited to compete at the State Thespian Festival in Tampa, FL, over spring break!

2023-2024 FSDB Thespian Entries:

<i>Alabama Rain</i>	Duet Acting	MJ Jordan and Yainoli Garcia
<i>I know It's Today</i>	Small Grp Musical	Alexis Fernandes, Sofia Ripstein, and Maxx Ray
<i>All I Ask of You</i>	Duet Musical	Sofia Ripstein and Marquez Derrik
<i>Flowers</i>	Solo Musical	Sophia Quellette
<i>Beautiful City</i>	Solo Musical	Marquez Derrik
<i>On the Steps of the Palace</i>	Solo Musical	Sofia Ripstein
<i>I Speak Six Languages</i>	Solo Musical	Maxx Ray
<i>Home</i>	Solo Musical	Alexis Fernandes
<i>She Used to be Mine</i>	Sole Musical	Yainoli Garcia

We are so proud of our students for their courage, grit, hard work, and determination. We are looking forward to seeing them compete in States!

Laurie Wohl, Brooke Karr, and Scott Botelho –Thespian Society Sponsors

FSDB Ski & Winter Sports Club

On January 16, 2024, ten students and four staff members will travel to Whitefish, Montana, for our annual ski club trip. Each student will participate in downhill skiing, cross-country skiing, snowshoeing, ice skating, ax throwing, sleigh rides with Clydesdale horses, and sledding. The students worked hard throughout the school year to earn one of the ten available spots and travel with the group. Formal interviews were conducted with prospective students. They also need to complete various fitness activities regularly and record these activities, maintain good grades, and receive positive teacher/staff recommendations. The chosen students demonstrated their commitment to hard work and maintaining a healthy lifestyle while pursuing their goals! This year's student group includes Dwayne Lewis (12th), Sophia Ouellette (12th), Hussam Itani (12th), Gabe Kramer (9th), Logan Cake (10th), Jonathan Rodriguez(12th), Niklas Ham (12th), Serenity Brown, (12th), Alexis Ray (12th), and Savannah Lindberg (12th). The group is super excited to be part of this once-in-a-lifetime experience!

Jen Enache – Orientation and Mobility Specialist and Club Sponsor

Positive Behavior Support, Character, and Resiliency Update

The Florida School for the Deaf and the Blind was graced with twenty-holiday elves who worked a combined total of 21 hours assisting Santa and Mrs. Claus in preparing over 220 treat bags. The bags included a letter from Santa, lots of sweets, candy canes, and fruit snacks. Our elves were focused, diligent, and entertaining (they sang holiday songs and whistled while they worked!) It is believed the elves had connections to the Blind High School and the Positive Behavior Interventions and Support, Building Resilience: Character Education Team. Santa and Mrs. Claus visited with FSDB students on Thursday evening, December 7, and delivered the treat bags to our students. We were all thrilled that the elves, Santa, and Mrs. Claus visited the school!

One of the Character Education Traits for December is Gratitude. Sometimes people share positive words and maybe even a small gift to show gratitude for the people/family in their lives who support, care for, and love them. Blind Elementary, Middle and High School PBIS - Building Resilience: Character Education Teams hosted a huge **Holiday Shoppe** on December 20. The Holiday Shoppe gives our students the opportunity to shop for items for their family and friends. There are many staff volunteers to assist students in shopping for those perfect items that will mean so much. Volunteers also wrap and/or bag the students' gift items to make the gift even more beautiful. We are hoping this PBIS/CERR event is fun, too!

During January, each school and dorm area will emphasize **Building Resilience: RESPONSIBILITY, MENTORSHIP, and CITIZENSHIP**. Topics for January include:

- *Do what you are supposed to do.
- *Plan ahead.
- *Persevere: keep on trying!
- *Always do your best.
- *Using good judgment and self-control.
- *Think before you act — consider the consequences.
- *Be accountable for your words, actions, and attitudes.
- *Set a good example for others.
- *Giving or asking for support, guidance, training, or expertise.
- *Making good choices that help my community and nation.
- *Be a good neighbor.

Karen Kolkedy – School Counselor

Physical Education and Health

Health

The high school HOPE class has just completed a unit on Nutrition. Students learned about being more aware of serving sizes, sugar content, protein, healthy carbohydrates, and fats. We brought in nutrition labels to compare. Students also learned about the food groups and can categorize meals using MyPlate. Currently, students are learning about Healthy Relationships. The two chapters included skills for healthy relationships and information regarding family relationships. Other topics in these chapters include problem-solving skills, traits of healthy relationships, bullying, communication styles, and active listening.

Anna Tutak

Weight Training Blind dept.:

The weight room equipment was removed, and new equipment should be installed over winter break. The Orientation and Mobility Specialists made portable, tactile maps to help make the transition as smooth as possible. The students are excited to use the new equipment and create personalized programs in the redesigned weight room.

Scott Adolf

Early Learning

The preschoolers participate in unstructured activities 2-3 times a week. Unstructured physical activity gets kids moving more, but it allows them to practice social skills and encourages creativity. Examples of unstructured physical activity include playing tag, stacking blocks and cups, building things with giant foam blocks in assorted shapes, riding scooters, shooting hoops, walking the plank.

K/1st Grade

The little ones have been practicing underhand rolling. They are learning specific cues (stance, arm motion, follow through) required to perform the underhand throw effectively. They have been participating in target games that provide endless fun while helping them improve their focus and aim.

Jerry Heider and Lanya Roberts

2nd Grade

Students completed units on shooting, dribbling, passing, and trapping. In addition, instruction focused on team building: problem-solving, creative thinking, communication skills, listening, and cooperation.

Brian Baell

3rd Grade

The third graders enjoyed units on soccer and began a unit on fundamental basketball. They played various adapted soccer games and started learning fundamental basketball skills. Next it will be on to fun and game time. We have some future FSDB players in the making!

Lanya Roberts

4th Grade

Students are learning about team building. Topics include problem-solving, creative thinking, communication skills, cooperation, listening, leading, building confidence, self-esteem, and resilience.

Brian Baell & Jerry Heider

5th Grade

The fifth graders completed a unit on soccer and focused on skills, adapted lead-up games, teamwork, and cooperation. The current unit is basketball, emphasizing what it means to be a team and the importance of communication in a team and daily life. Dribbling, passing, working together, and communication are all a focus.

Lanya Roberts

6th/7th Grades

Students learned about football on the athletic fields in their PE classes. Strategies used in football were also discussed to solve problems in daily life. The next unit is basketball, a favorite for this age group, and many students are already on FSDB Basketball teams. We have started with the basic skills of dribbling and passing, practicing these skills through various lead-up games.

Lanya Roberts and Brian Baell

7th/8th Grades

The students have been working through a basketball unit. The skills involve dribbling, passing, shooting, and rebounding. The drills emphasize positioning, movement, and teamwork. The unit will finish with a three versus three gameplay and tournaments.

Keith Young and Jerry Heider

Weight Training Deaf Dept.

The students split their strength training into upper body and lower body. The upper body uses push/pull techniques such as military press, bent-over rows, bench press, bicep curls, and tricep extensions. The lower body focuses on posterior/anterior techniques such as squats, Romanian deadlifts, calf raises, and toe raises. On active rest days, the students play basketball or go bowling.

Keith Young and Eric LeFors

HOPE Deaf Dept.

HOPE students learned Hands-Only CPR and First Aid. The goal is to give our students the confidence to assist people in emergencies.

Eric LeFors

ATHLETICS

January is a busy month for our student-athletes. From January 10 to 14, the boys and girls basketball and cheerleading teams will travel to Maryland School for the Deaf and participate in the Clerc Classic basketball tournament. From January 18 to 20, the wrestling team will travel to the Texas School for the Deaf for the Willigan Tournament. Finally, the boys and girls basketball teams will travel to North Carolina School for the Deaf for the Mason Dixon Basketball Tournament from January 24 to 28th. Our cheerleading team will have its regional competition on Friday, January 26, before going to NCSD.

Billy Lange, Athletic Director

Respectfully Submitted:

Carol Bogue

Blind Department Principal



Florida School for the Deaf & the Blind

Do More. Be More. Achieve More.

Communications & Public Relations – Board of Trustees Report December 2023

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

Public Service Announcements

396 PSA radio spots (totaling 17,160 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

5 newsletters issued in October engaged a total of 353 campus and external stakeholders:

- ELC – no newsletters
- BEMS – one issue/111 views
- BHS – one issue /98 views
- DES – one issue /35 views
- DMS – one issue /64 views
- DHS – one issue /45 views

Marketing Collateral

Videography

- Editing
 - Mel Goodall video introducing herself in preparation for a National Deaf Conference coming to FSDB in 2025.
 - Updated Mass Notification System video with Arline Lagasse.
- Published Videos
 - [Kid's Town Halloween event](#)
 - BHS Resources Presentation
 - [Blind Music Class – Jazz Improv 1st Period](#)
 - [FSDAA Hall of Fame Induction Ceremony 2023](#)

Graphic Design

Created logo for Inaugural FSDB Staff Field Day and poster for the event. Designed Support Staff Booklet (Directory) for Deaf Elementary.

Designed branded print and digital collateral for the following departments:

- Athletics–
 - Wrestling – Designed a new Dragon & Cobra logo for wrestling team and secondary wordmark logo to be placed on wrestling team's new gear: Hoodies, shirt, and shorts.
 - Girls Weightlifting – Designed team logo and secondary logo to be placed on new warm up suites and jackets. Created Senior Posters for team.
 - Varsity Boys Basketball – Designed Senior Posters for team.
- Outreach/ECC – Flyer design for January Parent University, PEW and Life Skill Classes.

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

Photography

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

Social Media

Website

5,705 visitors (4,365 new), with 8,592 page-views with an average viewing time of 4:46 minutes. Most viewed page other than home page was the Careers page with 1,276 pageviews.

Facebook

18,113 followers (100 new), 47 posts with a reach of 152,726 and 13,213-page visits. The top post was a photo of Annabelle Abenchuchan at the Jaguars games that reached 49,865 people with 1,585 reactions (950 likes, 62 comments and 58 shares).

Instagram

3,047 followers (66 new), 66 posts, 3,221 accounts reached, 1,736 profile visits, and 3,237 interactions (2,504 likes, 11 comments, 40 shares). Top post with 325 likes was a video of announcing Maria Williams as the overall Teacher of the Year.

YouTube

No new videos uploaded, 17,474 channel views, 591 hours watched, 25 new subscribers, 27,217 impressions and 10,808 unique viewers. The top video was the Star-Spangled Banner in ASL with 4,849 views.

Vimeo/Livestreaming

14 video uploads, 2,206 views, 928 unique viewers, 13,333 impressions and 659 hours watched; 8 streamed events (Football and Basketball games, and Dance Troupe performance).

Museum

80 people visited the museum in November which included 40 guests of alumni and friends for the Class of 82, 83, and 84 reunions. 10 DES students and staff members visited.

DHS students are participating museum community service; sorting pictures, newspaper clippings from archive room, and organizing files for the final catalog for people who want to do research on the school.

A new tour request form was created so visitors can contact the Museum to make arrangements for a tour.



Deaf High School

Our cheerleaders won Best Dance at the Infinity Winter Classic! This is the third year in a row that they have won!

The Dance Troupe hosted A Holly Jolly performance. They performed for most ASL classes in St. John's County. The students did an amazing job!

In the landscaping program at First Coast Technical College (FCTC), Joey Seppala and his classmates completed the design of the pathway and built the table. After the winter break, the class will plant hardy plants alongside the pathway and put plants on top of the table.

Deaf Middle School

Washington DC

Due to our students' fundraising efforts and our donors' generosity, our 8th graders experienced a week in Washington, DC, including a stop at Jamestown and Williamsburg. Terri Samson works hard every year to coordinate the trip for our students. She has the help of many team members as well. Students got to see the changing of the guard at the Tomb of the Unknown Soldier. They got to experience many Smithsonian museums. They toured the Capitol building. They also went to the signing Starbucks and visited Gallaudet University. The students were so excited to share pictures and discuss their learning experiences.

Snorkeling with Manatees

Our 6th-grade students got to experience snorkeling with manatees in the Crystal River. They learned about the ecosystem, the manatee habitat, and the laws and regulations to protect manatees. It was a very chilly day on the boat, and that meant there were many manatees near the Springs. Students had a once-in-a-lifetime experience!

Staff and Student Games

To promote our Positive Behavior Interventions and Support, we brought the fun! Students and staff had to show respect, responsibility, and cooperation in our annual staff and student games. Students and staff join to play various games where chaos and fun ensue. This is a highlight for many students who beg for it to be a weekly tradition.

Deaf Elementary School

Our DES students just completed PM 2, and we are working on reviewing the assessment results during our PLC to discuss our tier needs for our students further.

Our DES PBIS looks forward to the new year kick-off celebration on January 11th. We plan to focus on Tier 2 - small groups for students who need further reinforcements in using the Zones (this Fall, it is at Tier 1- whole school instruction). We want to focus on unity in our school and how we can be better friends and respectful towards one another.

Off-Campus Programs

Our First Coast Technical College (FCTC) students are wrapping up the 2nd quarter with assignments and quizzes/tests. The excitement is in the air, with everyone ready for a long-anticipated winter break! An FSDB student in the Landscaping program just completed a massive project he had designed with the class - a paved pathway leading to a planting center completed with a table the class designed and built. When the Landscaping class resumes in 3rd quarter, they will focus on planting hardy plants alongside the pathway and the planting center. An FSDB student in the Culinary Arts program is preparing to leave FSDB and has just applied to enter the adult culinary arts program. The student is looking forward to this next potential chapter and continuing his education in this program! Two students in the Cosmetology program recently decided to be in the nail specialty program this quarter as they both realized their nail skills are excellent. They want to learn more skills to become an expert in this field. A student in the HVAC program had been learning and recently mastered the ability to put all the wires together correctly to make an AC unit run efficiently! A student in the Automotive program had been learning to take a tire off and correctly put it back on a vehicle. He had to learn to choose appropriate tools to remove a tire correctly.

Our St. Johns River State College (SJRSC) students are thrilled because they have finally finished their fall semester courses. All students are satisfied with the grades they have earned with hard work and perseverance. Six returning students and four new students have selected and registered their courses for the spring semester. They are ready for their new courses! One student will be taking a course in person at SJRSC! Our Learning Opportunity Center (LOC) teacher and I brought this student over to SJRSC last week to meet with the Campus Disability Coordinator to learn how to advocate for her accommodation needs and to tour the campus. The student got to see where her class would be held. She is excited about this opportunity to attend SJRSC in person next semester.

Specialists

ASL Specialist- Lenore Boerner

Jr NAD members did a fabulous job encouraging class sponsors/clubs to put up Christmas Trees with four different themes for decoration. The members are working on the Winterfest activities. It will be on the last day of the school year, 2023, December 21st. The Deaf Department High School students will play games in the morning and watch movies with popcorn and hot chocolate in the afternoon. They will have pizzas for lunch.

The ASL Specialist continues working on the ASL push-in at ELC and the K-12 deaf departments.

DSI Services- John Baroncelli

During office visits, all DSI students have been interacting with and seeking support for software and equipment modifications. Their academic needs have shown improvements. A few more (possibly identified) DSI students are participating in our school.

Twelve 6th graders out of the 19 DMS students have been screened for Usher Syndrome, as the Florida statutes require. There is only one concern about a student, and it is being followed up. The rest of the seven 6th graders are still pending responses from parents/guardians. Expect to be fully completed by the end of January 2024.

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

08444 Senior Motor Vehicle Operator, Career Service, 10-months/195-days to 215-days

08100 Residential Instructor, Career Service, 10-months to Staff Assistant, Career Service, 11 months

Service Awards

20 Years

Raymond Giustiniani Jr.

15 Years

Carol Traetto

5 Years

Tonnette Williams

Michelle Tallent

Timothy Puch

New Hires/Internal Moves

- 7 new hires from November 16, 2023 – December 20, 2023.
- 4 Internal PARs from November 16, 2023 – December 20, 2023 (this would include promotions, lateral reassignments, pay changes due to degree or SLPI, and/or reassignments, etc.)



Career and Workforce Development Department

Submitted by Jessie Girton, Executive Director of Career Development

Priority 1: Employee Retention, Recruitment, and Engagement

- The Career Development department is nearly complete with our recent new hire of a Work Experience teacher in the Blind Department. As we continue to grow and enhance our programs, we are securing the final piece to our puzzle, an instructional assistant (IA) for Horticulture (D&B Gardens). This is an exciting opportunity to complete our dedicated team, and we look forward to welcoming the final member who will contribute to the success of our department.

Priority 2: Success for Students

- D&B Gardens has been busy lately, accomplishing various tasks to enhance its offerings. They have propagated various plants for the upcoming Christmas and Spring sales, crafted a unique installation for the Championships football game, and handled a large shipment of Poinsettias for the festive season. The classes excelled in creating beautiful dish gardens, some of which were acquired by FSDB+EA for the Board of Trustees members. Additionally, our students achieved a 100% success rate in the OSHA-Ag course. They wrapped up a semester-long scientific experiment with engaging posters to be featured in the upcoming CTE showcase.
- The Dragon's Lair is now fully equipped with dedicated staff to provide comprehensive support to our students in all aspects of the cafe. Students rotate through three main stations, starting with the Point of Sale (POS), where they gain practical skills in money counting, front-of-the-house service, and customer interactions. At the Salad Bar station, students learn the art of ingredient preparation, set up, and fulfilling customer orders based on tickets. The Deli Station focuses on ingredient prep order execution and provides opportunities for the students to master the preparation of select sandwiches from the menu. Beyond these operational roles, students actively learn restocking procedures, order management, and maintaining cleanliness and sanitation throughout the Dragon's Lair (DL).
- The Deaf High School (DHS) art class has completed lessons in paper mache masks, 3D printing, pop art, comic books, and clay sculpture. Currently, DHS is engaged in impressionism painting. Throughout the first semester, students will continue working on Digital Arts with Procreate on the iPad Pro and through a Project Fast Forward course, with one student currently using Adobe Illustrator. Similarly, the Deaf Middle School (DMS) has completed lessons in paper mache masks, 3D printing, pop art, and comic books. DMS is

actively involved in impression painting, and students will continue working on digital art with Procreate on the iPad Pro throughout the first semester.

- Students enrolled in the on-campus work experience class diligently craft their resumes, seek letters of recommendation and actively participate in mock interviews. Following these interviews, students receive valuable feedback to identify their strengths and areas for improvement. In the near future, students will compile a digital portfolio, equipping them with a professional role to apply for real jobs within their communities.
- A postgraduate student has joined our newest location, Ben’s Soft Pretzels and Mimi’s Crepes. This student has a diverse range of responsibilities, including the entirety of the pretzel preparation process, from dough mixing to rolling, dishwashing, and setting up displays. At Mimi’s Crepes, the student plays a pivotal role in efficiently preparing customer orders. Notably, some staff members are proficient in American Sign Language at this location.
- The construction class’s newest project, the Print Shop Shelf Cabinet, challenges students with precision tasks such as board cutting and routing rabbets and dados. The second phase of this project focuses on the art of painting. Students will assess various grits of sandpaper to showcase the smoothness and quality of paint application between coats.
- This month in the After School Work Program, four new students were trained on using the WhenIWork app for daily clock-ins and outs. Among three interviews for the D&B Boutique Associate position, one student successfully secured the role, leaving only one vacancy. Simultaneously, a student gracefully navigated the resignation process due to accepting their diploma, showcasing the program’s effective support for independent transitions.

Priority 3: Everyone Knows Our Name

- The Enclave group impacts four locations: the Council on Aging, Calhoun Center, and two fantastic additions, Longhorn Steakhouse and Holiday Inn. We are also excited to announce a new partnership with Ben’s Soft Pretzels and Mini’s Crepes. The collaboration promises even more enriching opportunities for our students and further strengthens community ties.

Curriculum and Professional Development Department

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

Priority 1: Employee Retention, Recruitment, and Engagement

- Based on feedback from a recent DOE visit, higher-order thinking and questioning were areas identified for FSDB to improve campuswide. The academic specialists (literacy, math, and bilingual) collaborated to create a campuswide training—*Engagement with Higher Order Thinking (HOT) Questioning*—that they taught in each school. This training established the evidence-based practices for HOT questioning techniques. It allowed the teachers to learn how to identify HOT questions and the levels together and how to create their own HOT questions to scaffold deeper learning using the stems for each level on the questioning wheels. This training was the first in a series to establish the foundation, and

the next training will focus on D/HH-specific and B/VI-specific questioning research and techniques for our unique populations.

- The Academic Specialists and Executive Director of Curriculum and Professional Development participated in our third Literacy Coaching Endorsement module during November, and we are working to complete our Professional Development Plan that addresses a specific problem in each of our schools and a plan to address the problem.
- The Literacy Specialists have been following up with all ELA teachers during PLCs and one-on-one coaching appointments to follow up and support the campuswide professional learning opportunity with consultants from the American Reading Company (ARC). This professional learning opportunity provided new teachers with an overview of how to use the 100 Book Challenge (independent reading) and the Independent Reading Level Assessment (IRLA). Teachers are focused on implementing individual or small group reading conferences, selecting student reading goals, and entering data showing student growth.
- Teachers across campus are participating in math POWs (problem of the week) professional development in math fluency or math routines for reasoning.
- Math Specialists are providing Coaching Cycles to teachers in the schools to support lesson planning and differentiation in the classroom while implementing new evidence-based strategies.
- Teachers have the opportunity to participate in the Math Matters channel of the FSDB Learning Network to learn more about the 3 Reads Routine. This post by the Math Specialists focuses on engaging teachers in creating dialogue about essential strategies when teaching mathematics.

Priority 2: Success for Students

- The Academic Specialists have assisted and supported teachers in administering mid-year progress monitoring assessments (such as MAP Reading) and interpreting this data. They have assisted teachers in the administration of both the computer-based FAST (and EOC) assessments and the paper-based FAST assessment practice session to prepare for our progress monitoring 2 (PM2) session.
- The Bilingual Specialists are working closely with the Literacy Specialists to support teachers in implementing the Bilingual Grammar Curriculum. The work includes creating and distributing materials, discussing the implementation of the Bilingual Grammar Curriculum and Signed Reading Fluency, and any support teachers may need in implementation.

Priority 3: Everyone Knows Our Name

- The DES and DHS Literacy Specialists have been participating in a leadership cadre with participants from other schools for the deaf across the country in partnership with American Reading Company to share best practices and collaborate on ways to modify/enhance the IRLA to meet our students' specific needs.

- DES Math Specialists continue participating in test writing development through CPALMS by representing FSDB.

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 currently interviewing for the OPS position of Language Facilitator. The advertisement is posted internally and externally.
- ESOL Department staff will continue to engage in professional development aligned with the department's 2023-2024 Employee Engagement Action Plan. The objective relates to FSDB's Engagement Survey, stating that 100% of staff members who complete the survey will either Strongly Agree or Agree that they would recommend FSDB as a great place to work.

Priority 2: Success for Students

- ELL students will participate in all state and district testing.
- ELL students will prepare for ACCESS for ELLs state assessment. The testing window opens shortly after students return from winter break.

Priority 3: Everyone Knows Our Name

- The ESOL department has completed 40 written translation requests from FSDB staff and 54 phone calls to ELL and non-ELL Spanish-speaking families from 10/2 through 10/31. Facilitating communication with Spanish and foreign-language-speaking families is what we do best! It is our pleasure to provide this level of service to the staff and families of FSDB!
- The ESOL department has an intern from Adler University, Miosotis Cotto. She will be surveying Spanish-speaking families about topics related to parenting, deafness, technology, medical perspectives, school-related processes, their availability, and/or other FSDB-related interests. I look forward to sharing the results of our surveys and future plans for the data we uncover.

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 January 19, 2024

Admissions

Executive Director Pauline Wagner

Total On-Campus Enrollment 520 as of 12/20/23

- 26 ELC
- 325 Deaf Department
- 169 Blind Department

Withdrawals since school started – 9

- 7 in-state
- 2 out-of-state

Admissions in Process - 51

Parent Services

Executive Director Pauline Wagner & Parent Liaison Misty Porter

Our Parent Liaison continues to focus on the power of partnership across the FSDB campus to support our students and families. On December 14, we partnered with the Blind Elementary Middle School to co-host the Title I and SubSAC parent meetings. During the meeting, we reviewed progress toward the School Improvement Plan goals. These meetings are a wonderful way for parents and staff to connect.

We are looking forward to the next Parent Engagement Workshop on January 11. The primary topic for the workshop will be Addressing Challenging Behaviors. Erica Wortherly, FSDB Executive Director of Mental Health, will teach this portion of the workshop. Families will learn about the Skyward Parent Porter, how to access grades, and how to use the program to communicate with FSDB staff. Our Math Specialists will teach parents games to play that will support academic achievement from home in a fun way. Participants will go home with all the necessary tools and toys to implement these strategies with their students. Our President will be popping into the event to lead our participants in an interactive game.

We've loaded the calendar with a Parent University the evening before PEW and the evening following. On January 10, there is an Expanded Core Curriculum course for Blind Department students and their families. The event focuses on building independent living skills. Following PEW on January 11, we will host for Deaf Department students and families "Let's Talk About Winter Fun!" During this class, participants will learn to communicate about all things Winter. We love focusing on teaching classifiers during this class! Our families enjoy this series of classes.

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

“The real purpose of education is to prepare the orientation for future generations, who will progress to a new plane.” *Maria Montessori*

Enrollment as of 12/20/2023 – 26 children

ELC Blind – 13 students

ELC Deaf – 13 students

Month in Review

The ELC students had the opportunity to meet Santa and Mrs. Claus! Pictures were taken and were shared with families. There was a book exchange, and everyone had a lot of fun unwrapping the books and seeing what was inside. Students made gingerbread cookies to share with their classmates and families and completed a variety of holiday crafts. New students have joined both classrooms – it is exciting to see the program grow! We welcomed a new instructional assistant, Ms. Tonnette, to the ELC Blind classroom.

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

Early Intervention Programs

22 Referrals in November

Stay and Play and Baby Bunch

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

Parent Leader Program, Snapshots Program, and Deaf Mentor Program: Services are on hold from December 21 – January 4

Family Focused Events/Series:

- **Pre-Literacy:** Both events in the series were provided in both English and Spanish. *Stone Soup* was presented on November 18, and *The Girl and the Bicycle* on December 16
- **Regional Events:**
 - Going on a Leaf Hunt, Green Cove Springs, November 18
 - Play Among the Stars, Daytona Beach, November 28
 - Family Festival- Multi-agency, Alumni Event, Plantation, FL December 2
- **Parent Online Book Chat:**
 - “Make the Most of Your Holidays” was the theme for the November 26 event

Outreach/Information Sharing Activities:

- Jennifer Cato presented to the University of Florida’s cohort affiliated with the Inspire Project on December 1. This project serves to train PT, OT, SLP, and other Early Interventionists.
 - Jennifer Cato presented to the Hearing Me Foundation about best practices in early intervention for families of children who are Deaf/Hard of Hearing.
-

Early Intervention Program Blind/Visually Impaired
Director Kim Carr

Early Intervention Enrollment – Parent Infant Program Blind

- 277 children as of 12/19/23
- Stay and Play Toddler Program: Four toddlers have started in this program.

Leadership Activities

- INSITE training: The second half of the statewide INSITE training was hosted on the FSDB campus to train FSDB-employed and other early intervention practitioners.
- Attendance at the Getting in Touch with Literacy Conference
- The Toddler Program facilitator was hired.
- Preparing for the Braille Challenge event for emerging Braille readers to happen as part of the Regional Braille Challenge competition happening at FSDB on March 1.
- FICCIT agency meeting.
- Attendance at the Going the Extra Mile Conference for children who are deafblind.
- Prepared monthly reports for the Division of Blind Services.

Outreach for Families

- November Library Social: Four families attended this Library Social. The librarian provided a story with a texture activity, and we repeated the musical activity from the last time. There were many choices of activities for the children to engage in. The parents learned so much.
- Connecting the Dots Conference: Information and training for families of children with disabilities
- Gwyn McCormick presented story time for the children. We had three families and one family who was not yet in service attend, with 13 family members in attendance and Parent Advisors. Some families had been participating in story time virtually, so this was a special treat, an opportunity for the children to connect with Marvin and Ms. Gwynn in person. The families also got to interact with one another and learn about other resources from the community representatives in attendance – FAVI, Early Steps, Florida Network on Disabilities (FND). The event was very interactive and good for showing how to engage kids in literacy activities.

Outreach/Information Sharing Activities:

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

- The Regional Coordinator spoke at Progressive Pediatric Therapy to the Therapists about the Parent Infant Program with demonstrations and brochures distributed. The referral form was shared via email for their convenience. This occurred at their West Palm Beach and Lake Worth locations.
- DD Shoptalk: Information sharing meeting among organizations that serve individuals with disabilities.
- Alachua County Interagency meeting
- Bradford County Interagency meeting
- Tri-County Interagency meeting
- DBS event at Florida Center for the Blind
- TATS Meeting
- Palm Beach Interagency Council for Young Children with Special Needs
- Family Care Council

Outreach Services Department
Statewide Outreach Specialist Jennifer Valdarrama

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

- We had a successful Fall session of ASL interactive online courses. The Winter session is scheduled to start January 8, 2024, offering beginner to intermediate classes.
- The Community Ed ASL class on campus will launch registration next month with a start date in February.

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

- FSDB was represented at FAER in St. Pete, with many staff members also attending to learn. FSDB informational folders were distributed to over 100 participants. Confirmation was obtained to include some partners in upcoming events.
- FSDB held a collaborative Family event in Plantation, Florida, with more than 100 families in attendance. This collaborative event was co-sponsored by the Center for Communication and Hearing, Hands and Voices, and Broward County Library.

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).

- Winter Virtual ECC took place on December 9, engaging kids and families around the state. Nineteen non-enrolled families registered for the Saturday event with the theme “DIY- the value of creating things yourself!” This supported various topics in the Expanded Core Curriculum (ECC).
- Spring 2024 events are being planned to include regional and virtual options.

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

- The Fall 2023 session concluded with new members learning to read Braille by sight to help their kids expand their knowledge and share with others.
- Registration is open for the session to begin in March.

Campus Events and Tours: Campus events are offered to inform and entertain audiences interested in FSDB. Campus tours are scheduled daily throughout the week for families of prospective students and other FSDB stakeholders.

- Spring Community Open House will be on March 6, 2024. Contact the Outreach department to reserve your seat.
- Campus tours continue to inform prospective families about FSDB and offer opportunities for potential staff, student/teacher groups from colleges and universities, and volunteers and donors.
- This fall, tours were provided for the Deaf Alumni as their association met on campus.

Professional Partnerships:

- The FSDB Regional Braille Challenge is in the planning stages now. It will be held on March 1, 2024. We will invite seven neighboring counties to spend the day competing in braille contests, meeting new students and professionals, and participating in our Parent Engagement Workshops.

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

The RMTC-D/HH Request for Application was approved, and the official award notification received on November 6, 2023.

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

- **Tech Notes** - November 2023 “HLP 14: Cognitive and Metacognitive Strategies”
- **Just In Time News & Information** - 2 Volumes during November
- **Contacts Connection Email** - 1 volume during November
- **High-Leverage Practices LiveBinder** - The High-Leverages Practices in Special Education (HLP) LiveBinder was distributed at a TA-Live! event on November 15th, 2023. The last time it was distributed was September 13, 2023, with 6,045 views. The current views are 7,500 (an increase of 1,455).

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

- Updated - *What's Special About Special Education*
- Updated *Principle 3: Families are Critical Partners*
- Updated: *Specially Designed Instruction (SDI) for D/HH*
- Updated - *Deafness 101*
- Updated - *Embrace, Empower, Cultivate: Fostering Independence in Children Who are Deaf and Hard of Hearing*
- New - *Creative Solutions to Optimizing Outcomes for Students who are Deaf/Hard of Hearing*
- New - *TA-Live! HLP 14: Cognitive and Metacognitive Strategies* (video)
- Updated - *High-Leverage Practices LiveBinder*

RMTC-D/HH **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.

- *Deaf Like Me* - Brevard (school-based)
- *Supporting the Development of Language for Students who are Deaf or Hard of Hearing* - Flagler College (school-based)
- *Level Up: Upping Your Game in the Professional Learning (PL) World* (statewide, face-to-face, FEDHH Conference)

RMTC-D/HH 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.

- *Teach Your Child to Read in 100 Easy Lessons Paired with Visual Phonics* - statewide (virtual)
- *Assistive Technology: Lesson Integration* - Collaboration between the Problem-Solving/Response to Intervention: Technology and Learning Connections (TLC) project, the Access Project, and RMTC-D/HH - regional in St. Lucie County (face-to-face)
- *TA-Live! High-Leverage Practices (HLP) 14: Cognitive and Metacognitive Strategies* - statewide (virtual)
- **Districts participating in PLCs:**
 - New Teachers of the Deaf/Hard of Hearing PLC included Brevard, Columbia, Duval, Hardee, and Nassau

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

- **Districts/Agencies receiving coaching and mentoring, consultation, and/or support:**
 - **Districts:** Alachua, Bay, Brevard, Citrus, Collier, DeSoto, Duval, FSDB, Glades, Hardee, Hillsborough, Lake, Lee, Levy, Manatee, Marion, Monroe, Nassau, Pinellas, St. Johns, Sumter

- **Other Agencies/States:** FLDOE BEESS, California, Ohio, Flagler College, FL Vocational Rehabilitation, Florida Department of Transportation, Gallaudet University Clerc Center, Technology and Learning Connections
- **District staff utilizing the RMTC-D/HH Media & Materials Free Loan Library created four new accounts and returned three borrowed materials:** Hillsborough, Lake, Marion, Nassau, and Palm Beach.

Leadership responsibilities of RMTC-D/HH 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 Educators of Students who are Deaf/Hard of Hearing (FEDHH) Board Meeting*
- *Florida Educators of Students who are Deaf/Hard of Hearing Conference, Gainesville, Florida*
- *FDLRS Making Reading Instruction Explicit (MRIE) Teach Back Session*
- *FDLRS Network Fall Institute*

Conference Exhibits

- *Florida Educators of Students who are Deaf/Hard of Hearing conference, Gainesville, Florida*

Collaborative Efforts

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

Workgroup/Committee Participation

- **Family Cafe Planning Meeting:** RMTC-D/HH has been invited to serve as a Family Cafe planning group member in preparing for the 26th Annual Family Cafe Conference. Activities include seeking presentations, reviewing requests for display tables, reviewing presentations for acceptance, and assisting in any general problem-solving leading up to the Cafe.

- **Florida Family Leaders Network (FFLN) Meeting** - RMTC-D/HH staff has been invited to serve as a member of the FFLN planning group for the FFLN Summit in January 2024. RMTC-D/HH staff is collaborating with FFLN leadership to determine topics for discussion, presentation schedule, and format of sessions and to plan the structure of a parent/family roundtable to be held at the Summit.

Upcoming Events in December:

- BEESS ELA Strategic Planning Meeting - December 4
- FFLN Summit Planning meeting - December 4
- ISRD Planning meeting - December 5
- Mailman Center Innovation & Connection Conference (ICC): Creative Solutions for Optimizing Outcomes for Children who are Deaf or Hard of Hearing - December 6
- FAVI Board Meeting - December 8
- UCF Listening Center & RMTC-D/HH Collaboration Meeting - December 11th
- Coffee with the Contacts - December 13
- FFLN Summit Presentation Review Meeting - December 15
- Passport to Learning Planning Meeting - December 21
- Family Cafe Planning Meeting - December 21

*Technology Services Department
Administrator Shelley Ardis*

Technology Services Projects:

- A total of 1636 It Requests have been entered since July 1, 2023. At the time of this report, there were 218 open IT Request work orders. The technology team has done a tremendous job managing large projects, small incidents, and issues.
- The boarding television upgrade cabling has been completed, and the equipment is being installed. We anticipate the service upgrade will be in place in the new year. This project was a collaborative effort between the technology and facilities departments.
- A new project was initiated to support the temporary check-in guard house at the causeway gate. Cabling had to be run to this location, and appropriate equipment was acquired and installed.
- Purchasing plans are being reviewed in preparation for Gregg Hall's IT needs that are part of our technology refresh process and external to the construction project. We are reconfirming models we anticipate purchasing are available and will move forward in the new year.
- Cabling was completed in Pope Hall to move the rest of the SMART Boards onto a wired network to reduce these items from being managed over wifi.
- A cabling project to support the addition of external wifi access points has been initiated.
- The final updates to the Center for Learning and Development (CLD) space will be made in the coming weeks.
- The next phase of television and SMART Board replacements will begin in January. All the prerequisite planning and documentation have been completed.

- Staff members attended a Skyward Users Group meeting to learn about new features and those that are coming soon with our student information system. Quite a few changes have been required based on Florida state reporting and other legal changes.

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
January 2024**

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

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

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

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

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

For the 2023-2024 school year, 11 of the 20 Exit Interviews sent were returned. Information was shared with the employee's direct supervisor, the next-level supervisor, and the Administrator (PAT member). At this time, little feedback has been received regarding this process.

The remaining job fairs for this school year are scheduled for Wednesday, January 17, 2024, from 4:00 PM to 6:30 PM and Friday, June 7, 2024, from 9:00 AM to 12:00 PM. With 95% of FSDB positions filled as of December 4, 2023, we anticipate that the remaining job fairs and advertised vacancies will attract potential candidates to fill the remaining vacancies.

Establishing organizational contacts was discussed at the December 12, 2023, meeting. Team members were tasked with establishing contacts with post-secondary institutions such as universities and trade schools, employers, and community organizations to assess the opportunity to participate in their job fairs.

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

The Executive Director of Training and Quality Assurance met with the University of North Florida's (UNF) Dean of Continuing Education to discuss a possible partnership in creating a Leadership Development program. Using information from this meeting and feedback collected through the Campus Supervisors' Cohort, UNF will submit a proposal in early 2024 for review by the team.

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

Field Day planning is well underway in the hopes of a fabulous employee engagement event on January 12, 2024. Supplies have been received, facilities have been scheduled, and promotional posts are in the works. Event registration is operational and messaging via Viva Engage and Printed signs are posted to encourage staff members to sign up for a team or to join in as a spectator/helper.

The structure for the new employee department-specific welcome packets was presented. Human Resources has requested feedback from department leaders on specific information that should be included for onboarding their new staff. Work on this task will begin in the Spring with the July 1, 2024, implementation goal.

On November 1, the ERRE Committee facilitated a roundtable discussion for campus supervisors related to employee engagement. A detailed agenda served as a discussion guide, which yielded participants in an interactive and engaged dialogue. Feedback was captured and shared with supervisors for future reference.

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 Specialists continue to work with English Language Arts (ELA) and Math teachers to complete the Curriculum Maps with tiered instruction and required instruction. Based on our work with the Department of Education, we are working toward including higher-order thinking questions and learning goals in the Curriculum Maps to become a resource that includes all instructional elements.

The "Look-For" document has been completed and used by academic leaders to start the initial walks. Academic leaders will complete nine "Look-Fors" per week focusing on the lesson's beginning, middle, and end.

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 Development and teachers have begun identifying additional certifications to enhance their course offerings. Teachers continuously provide tutoring sessions related to the certification exams. Students are actively narrowing their skill gap and tidying up their work portfolios.

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

We continue to resolve issues with Skyward and record-keeping for the new dorm curriculum. The Boarding Team is beginning the process of modifying the current functional assessment tool to align more with the updated curriculum and will provide baseline information this year. Training on the new system is ongoing for supervisors and staff. Student learning activities are continuing and are being documented in our system.

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.

The Early Intervention and School-Age Outreach Programs communication materials have been added to the inventory of informational materials slated for review and update. The *Outreach Newsletter* is undergoing a new design scheduled to be relaunched next semester.

In November, 18,113 people followed FSDB's Facebook Page, with 13,213 page visits. This included 47 posts that reached 152,726 accounts, with the top post of Annabelle Abenchuchan at the Jaguars game with 1,585 reactions. An additional 48 new followers (3,237 total) were gained on Instagram. FSDB's account was visited 1,736 times, with 66 posts and 3,237 interactions.

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.

The new website contract has been negotiated, and the agreement is anticipated to be finalized before the end of the year. Due to the extended contracting process, the implementation of the plan to communicate more effectively with our stakeholders has been delayed, and the timeline will be adjusted once the contract has been completed.

We have continued to leverage the use of Microsoft Teams to engage stakeholder groups and have created "Teams" for multi-disciplinary groups such as those involved in construction projects and agency-wide initiatives such as the *Florida Threat Management Model Program*.

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.

The FSDB Early Intervention Team presented to the University of Florida's (UF) Inspire Project and the Hearing Me Agency. The Inspire Project was created for the Interdisciplinary Related Services Personnel Preparation for Early Childhood. This grant-funded project prepares speech and language pathologists, occupational therapists, physical therapists, and other practitioners to work with young children. The Hearing Me Agency supports families in Central Florida.

Planning is underway for the annual SKI-HI and VIISA training. As the official trainers in Florida, this training prepares early intervention practitioners for their roles and is hired by FSDB and others around the state.

The Outreach and Curriculum and Professional Development Departments are partnering with the Resource Materials and Technology Center for the Deaf/Hard of Hearing to host a two-day training event on the campus for teachers across the state.

January 19, 2024
Action Item Number 1

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

SUBJECT: Surplus Property

PROPOSED BOARD ACTION

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

Attachment: Surplus Property List

Presenter/Department: John Wester, Comptroller

SURPLUS REVIEW BOARD LIST FOR DISPOSAL

Attention: Julia Mintzer, Administrator of Business Services

12/13/2023

Subject: Surplus Review Board Report

Line No.	FSDB	Property Description	Age	Acquisition Cost
1	87119	piano	23 yrs.	\$1,197.00
2	55490	server	12 yrs.	\$1,657.30
3	57090	Macbook	4 yrs.	\$2,039.00
4	56958	Macbook	4 yrs.	\$1,550.00
5	56871	Macbook	5 yrs.	\$1,600.00
6	56961	Macbook	5 yrs.	\$1,550.00
7	57162	Macbook	5 yrs.	\$1,499.00
8	49077	credenza	21 yrs.	\$1,219.75
9	56278	Macbook	7 yrs.	\$1,310.00
10	56938	Macbook	4 yrs.	\$1,550.00
11	56631	Macbook	6 yrs.	\$1,406.00
12	56933	Macbook	4 yrs.	\$1,550.00
13	57333	Macbook	3 yrs.	\$1,539.00
14	57328	Macbook	3 yrs.	\$1,539.00
15	45618	basketball goal	27 yrs.	\$1,321.00
16	50755	projector	17 yrs.	\$1,169.92
17	55713	speakers	11 yrs.	\$3,232.00
18	50659	ophthalmoscooper	20 yrs.	\$2,326.50
19	46031	keratometer	27 yrs.	\$1,361.85
20	55962	fume hood	10 yrs.	\$2,889.00
21	56956	Macbook	4 yrs.	\$1,550.00
22	57163	Macbook	4 yrs.	\$1,499.00
23	57167	Macbook	4 yrs.	\$1,499.00
24	55384	camcorder	13 yrs.	\$2,495.00
25	57184	Macbook	4 yrs.	\$1,499.00
26	56491	scientific ruby 7	8 yrs.	\$1,259.00
27	57185	Macbook	4 yrs.	\$1,499.00
28	55627	workout station	12 yrs.	\$3,400.00
			Grand Total	\$48,206.32

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: _____
Kim Whitwam

Signed: _____
Shelley Ardis

Signed: _____
Corbett Owens

January 19, 2024
Action Item Number 2

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

SUBJECT: 2023-2024 Reallocation of Excess or Unused Funds

PROPOSED BOARD ACTION

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

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

**January 19, 2024
Action Item Number 3**

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

SUBJECT: Continuation of Business Prior to Approval of the FY 2024-2025 Operating Budget

PROPOSED BOARD ACTION

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

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

January 19, 2024
Action Item Number 4

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

SUBJECT: FY 2024-2025 Out-of-State Tuition Rate

PROPOSED BOARD ACTION

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

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