

DIVISION OF SERVICES FOR THE BLIND
BOARD MEETING MINUTES
FRIDAY, SEPTEMBER 14, 2018

DSB BOARD MEMBERS PRESENT

Keith Clark, At-Large
Sandra Edwards, ACB
Erika Evans, At-Large
Bill Johnson, AER
Basil Julian, LIONS
Terry Sheeler, NFB
Stephanie Smith, ASBVI

EX OFFICIO MEMBERS PRESENT

Kara Aaron, BVA
James Caton, ASBVI
Beverly Kindle, Vendors
Lisa Reynolds, AER
Larry Wayland, FAIRS

DSB BOARD MEMBERS ABSENT

None

EX OFFICIO MEMBERS ABSENT

Sharon Giovinazzo, WSB

DHS Representative: None

Attorney General's Office Representative: None

Governor's Office Representative: None

DSB Board Meeting Support Staff: Betsy Barnes, Charlie Cain-Davis, Kandy Cayce, Mary Douglas, LaTasha Mays, Mason Murphey, Amber Neal, Debra Newton, Jim Pearson, Jackie Plummer, Brian Sanders, Tina Shores, Lou Talley, Dr. Cassandra Williams-Stokes and Elizabeth Whitaker.

Others Present: June Richardson, OIB, Anthony Sheeler, NFB, and Gene Sharp, NFB.

Keith Clark moved, and Basil Julian seconded a motion to accept the minutes from last Board meeting.

Director's Report – Cassandra Williams-Stokes, DSB Interim Director

Ms. Williams thanked board members for their patience with the temporary meeting location due to ongoing construction at the regular DHS meeting site. She also thanked the DSB staff members for their presence at the meeting and rearranging schedules to accommodate the meeting. Ms. Williams reported that she has not received any updates from the Governor's office regarding re-appointments of existing board members or new appointments.

National Issues

DSB received notification from Rehabilitation Services Administration (RSA) that the agency was awarded an additional \$985,000 to provide Vocational Rehabilitation services in Arkansas. DSB also received \$111,000 in Social Security Administration (SSA) reimbursement funds that will be allocated to the Older Individuals who are Blind (OIB) program. DSB has an opportunity to purchase software that allows the agency to identify possible services eligible for reimbursement under the SSA reimbursement program. Research is underway to identify potential vendors for the

software and should be completed by next board meeting. Also, the RSA fiscal management training was held in Washington, DC in August. The information received from the meeting clarified new prior approval guidelines set by RSA regarding board member travel, specifically consumer group and out of state trainings. An example of prior approval includes, if you want to attend a consumer group meeting, or a meeting out of state, the travel must be approved in advance. To date, RSA has approved one member of the Board to attend the 2018 Fall and 2019 Spring National State Rehabilitation Council meetings.

Infrastructure Funding Agreements (IFA)

DSB is required by the Workforce Innovation and Opportunity Act (WIOA) to collocate with the local workforce boards. Requests have been received, and many of them required revisions. The negotiation process will continue until all IFA's are signed. Jim Pearson is assigned as the lead for this project.

Jobs for American Graduates (JAG) Program

RSA recommends all rehabilitation agencies across the country strengthen partnerships with the local JAG program in the community. JAG is designed to help students secure jobs and aligns with our efforts with Pre-Employment Transition Services (Pre-ETS). LaTasha Mays will provide more information later in the meeting with her Pre-ETS update.

State Issues

Ms. Williams congratulated Debra Newton for nomination as Administrative Professional of the Year. The nominees included all state employees, and she is one of thirteen Department of Human Services (DHS) employees nominated. The agency remains under a position recruitment freeze. We are currently allowed to recruit 70 of the 78 authorized positions. Not being able to recruit the positions, may hinder our ability to provide services to consumers in a timely manner. consumer.

Integrity

DHS has started a new initiative with the focus on Integrity. We are working to ensure all DSB staff are trained on integrity when dealing with vendors and consumers. Regarding funds management, transparency continues to be a priority and DHS recognizes the need to draw the line when dealing with vendors. An area of focus includes sharing information with vendors during an open procurement process. The DHS policy has been updated to include termination as a form of disciplinary action if an employee does not follow policy.

DSB Statewide Meeting

The DSB Statewide Meeting has been set for December 12-14, 2018. Performance goals is one area of focus confirmed for the DSB Board member training. The members are scheduled for training on Thursday, December 13, 2018. Recommended topics are Performance Goals and Compensation System (PGCS), Board member responsibilities, and the Workforce Innovation and Opportunity Act (WIOA). Members are encouraged to recommend additional training ideas. The DSB Board reception is scheduled on December 13, 2018 at 5:30 p.m.

Arkansas Human Services Employee Association (AHSEA)

The AHSEA awards banquet will be held on Thursday, October 25, 2018, and our DSB Employee of the Year will be recognized at that meeting.

National Federation of the Blind (NFB)

The NFB State meeting will be October 13-14, 2018, and DSB staff will attend that meeting.

Concludes DSB Director's Report

Financial Report – Jacqueline Plummer

DSB closed out the State Fiscal Year (SFY) 2018 budget. The 2018 SFY budget was fully expended. The 2020-2021 Biennial Budget packet was submitted for legislative approval and we should receive a response in November. The Expenditure Budget Report for the period of July 1, 2017 to June 30, 2018 is provided in the Board packet.

DSB fully expended the Federal Fiscal Year (FFY) 2017 Grant Award for Vocational rehabilitation (VR) and Pre-employment Transition Services (Pre-ETS) (\$807,827). A monthly meeting is held between Arkansas Rehabilitation Services (ARS) and DSB to track the 15% Pre-ETS requirement for the state. Both agencies met the 15% requirement for FFY 2017.

All DSB Contracts for SFY 2019 are on target and up to date. DSB received \$111,101 in Social Security reimbursement funds. These funds will be expended in the OIB program. The 425 Federal reports are due thirty days after the quarter ends, so they are due on October 30, 2018. DSB has met the match for all Federal awards except Supported Employment (SE). DHS has a new Cost Allocation Plan (CAP) that is expected to start this quarter, July through September, 2018.

The finance section has one vacant position, GSO4 Fiscal Support Specialist.

Concludes Chief Fiscal Officer Report

Field Services Report – Betsy Barnes

Staff Updates

Heather Grigsby received a promotion to VR Counselor in Benton County. Kristy Harrelson was hired as an Administrative Assistant III in El Dorado. Latoshia Powell was hired as an Administrative Assistant II in Jonesboro. Macie Coopwood was hired as a Pre-ETS Counselor in West Memphis. DSB is in the process of hiring new staff – a VR Counselor in Fort Smith, and an Administrative Assistant II in Fayetteville. Other vacancies include Pre-ETS Counselors in Harrison, and the Central Area of Batesville/Pine Bluff, and VR Counselors in El Dorado, Texarkana, Pine Bluff and Little Rock.

Common Performance Measures (CPM)

DSB is working on bringing rehabilitated closures up to last year's level. DSB is influenced by WIOA, which emphasizes quality and establishes Common Performance Measures (CPM). These CPMs are employment rate, at second and fourth quarter after exit, median earnings, at second quarter after exit (compared to when they started), credential attainment (education or training

programs), measurable skill gains, and effectiveness in serving employers (dealing with retention and repeat employers).

WIOA Implementation

DSB continues to participate with the WIOA Executive Roundtable that now has sub-committees to include Business Engagement and Policy and Strategic Planning and at the end of this month DSB is scheduled to attend a WIOA partners meeting in Hot Springs.

Workforce Innovation Technical Assistance Center (WINTAC) Agreement

Ms. Barnes spoke about the intensive technical assistance agreement DSB has with the Workforce Innovation Technical Assistance Center (WINTAC). These centers are in locations all over the United States and can offer help in the areas of Pre-ETS, VR, and transition services and will help DSB with increasing supported employment, performance measures, and business engagement. In July at the Field Meeting several of the WINTAC consultants provided training on Pre-ETS and performance measures. DSB meets with members of the team monthly. At the end of September, they are looking forward to a consultant joining them to conduct strategic planning for our Business Engagement program. Several staff just returned from Oklahoma City, Oklahoma, where they met with WINTAC Consultants at the Performance Measures Summit. In November they will meet on the Career Index Program, and plan to use them to conduct some staff training along with utilizing their resources.

Job Club

DSB has a Job Club on Monday mornings in the tech lab. Plans are being made to bring in employers, share stores, and provide mentoring. Henry Washington, the Business Engagement Manager, will work with these activities.

Case Review

Lou Tally continues to lead the Case Review team in reviewing the 2017 closed cases. Since we have been reviewing the 2018 case as we go along. This should be the last round of full reviews. These reviews will go a long way toward helping DSB be within compliance when the feds come in 2019.

Older Individuals who are Blind (OIB)

Mississippi State University – Technical Assistance Center Consultants returned in July to discuss long and short-term goals for improving the OIB program. We are working on adding OIB to our AWARE our automated case file management system. We will provide the training on this system. Again, we gained so much knowledge and resources working with these consultants to help us provide quality services to our older individuals with vision impairments across the state.

Consumers of the Year (COY)

This year the counselors are taking the lead in making their own arrangements rather than the LR staff. Working on completing the last round of nominations and presentations. We look forward to sending all the information to the board committee so that you can make the selection of the state COY.

White Cane Day

White Cane Safety will be held on Monday October 15th, from 10:30 to 11:45 a.m., in the auditorium, at World Services for the Blind (WSB). The Governor has proclaimed October 15, 2018, White Cane Safety Day in Arkansas. Keynote speaker will be State Representative Charlene Fite, a member of the House Joint Budget Committee on Aging, Children, and Youth, and Legislative and Military Affairs.

State Independent Living Council (SILC)

SILC will host the Bi-Annual Cross-Disability Conference on October 21-23, 2018, at La Quinta Inn, in Little Rock. This conference will be called *The meeting at the Cross Roads for Independent Living*. The keynote speakers will be Tia Nelis, from Washington, D.C., Juliana Huerena, from Arizona, and the youth keynote speaker will be Bill Lucero, from Phoenix, AZ. SILC will also host the 7th Annual 2019 Day at the Capitol for Individuals with Disabilities on April 24, 2019.

Concludes Field Administrator Report

Vending and Facility Program (VFP) Report - Jim Pearson

In vending, DSB has their highway contracts coming up for 2019. These are the livelihood for the fifteen managers who keep the program going. Mr. Pearson spoke with the Highway Department the day of the meeting, and reported that everything looked positive. DSB sent the Highway Department the contract renewal about three months before the meeting. They will wait until the first of the year to sign the documents. The commissions support DSB's legally blind managers and the VFP program.

Department of Workforce Services (DWS)

Regarding the Department of Workforce Services, DSB is trying to work with them figuring out the exact laws to follow for the many groups involved. The DSB counselors and staff have been involved in this with the one-stop centers, which is an ongoing process. DWS wants DSB to sign agreements that agree to the laws, regulations, and costs involved. DSB is currently still under the Department of Human Services, and has existing rents and leases currently throughout the State. It will be a long process to work through. An example of these complications is when there are eight or nine employees at a one-stop center as to which agency pays each of the employees, the utilities, and other costs as well. DSB has met with Arkansas Rehabilitation Services (ARS), and is trying to make sure all costs are addressed.

Board Member Bill Johnson asked whether all of these sites open, or does DSB have any locations that are, or plan to be, closed.

Mr. Pearson answered that one facility, White River, was temporarily closed because of a water line that was damaged on I-40, where a bridge is under construction. The I-Drive Arkansas app will report which sites are open or closed. They just renovated Social Hill, around Malvern, White River, and the Russellville area. Gurdon and Ozark are some older sites we hope they will renovate, but the Highway Department has not released any bids on those. White River may be re-opened today.

Concludes Field Administrator Report

Old Business

DSB Employee of the Year – Board Member Basil Julian

The Board voted for Employee of the Year (EOY). The EOY Committee consisted of Kara Arron, Stephanie Smith, and Basil Julian. The committee thanked the supervisors who took the time to contribute their input. The changes to the DHS rating system have resulted in changes in the DSB EOY rating system. In the past, the EOY was selected with three categories of job classifications. This year the committee received recommendations in four categories: internal drive, efficiency, professional relationships, and mentoring. The Committee viewed the narratives for each, gave points accordingly, and recommended the top three to get \$100. The overall winner will receive an additional \$100, a plaque, and be allowed to compete for DHS employee of the Year.

The ten nominees this year included Crystal Anderson, Betsy Barnes, Contrena Bowie, Rhonda Garmon, Jacob Grace, Amy Jackson, LaTasha Mays, Debra Newton, Bessie Talley, and Darline Tucker. The top three nominees were LaTasha Mays, Debra Newton, and Bessie Talley. The DSB Employee of the Year for 2018 is LaTasha Mays. Board Member Bill Johnson moved for acceptance of this report; it was seconded by Board Member Basil Julian, and the motion carried.

The American Council of the Blind (ACB) 2018 National Convention – Sandra Edwards

The American Council of the Blind (ACB) was held in St Louis, Mo, at the Union Station Hotel, in July. It was hot and there was a challenge to get around this hotel. There was more than one report of someone falling down the stairs.

The Senate had unanimously passed the Marrakesh Treaty. This is big, because if passed by the House it will be possible to ship copyrighted materials all over the world. The U.S. is one of the last developed country to ratify the treaty.

The convention had a lot of new technology. HIMS has a portable Braille display machine that incorporates the QWERTY keyboard and Braille. The Nook is strictly a reading machine. It is not a note taker and is only electric, not battery powered, so it needs more work.

One of the speakers was Mary Lee Talkington, a visually impaired actress. She was on an episode of CSI as a witness to a murder. She was there to answer questions, and she said there are many ways a blind person can be witness to murder. They can hear and sense in other ways. Another performer was a card shark who demonstrated card tricks he would perform in casinos.

For the first time the convention was offering continuing education credits, for certain special-interest programs, to rehab and vision teachers as well as disability and career instructors. It was good that they gave credit to people for going to the convention.

AIRA was the big subject at the convention this year. AIRA is a paid subscription service to be used with a pair of special glasses. They are expensive to use, but it will get better and cheaper as time goes on. A consumer will push a button on the glasses and get in touch with an agent who sees for

them and can offer guidance, and answer questions. These glasses use the human agent to help a consumer get around at home or while traveling. They give sighted assistance when there is not sighted assistance around. Ms. Edwards said the services can also read a recipe on a cake mix box or tell what color something is. They can help with anything you might need sighted assistance for. It is similar to what the Seeing AI (artificial intelligence) apps do, some of which are free, but the AIRA can be expensive at around \$75.

National Federation of the Blind (NFB) – Teresa Sheeler

This year was the 75th NFB convention. This was our last year in Orlando, FL. Since 2012 we have been in Orlando with Shingle Creek Resort. NFB had 2455 people in attendance by Saturday, July 7, 2018. This year DSB was pleased to host DSB Vocational and Rehabilitation (VR) counselor, Kyle Kiper, who hosted this year's NFB convention.

There was a lot of the same technology at the NFB convention that Sandy Edwards reported on at the ACB convention. On Tuesday, July 3rd, there were seminars. On Wed there were committee meetings. Thursday was the NFB Board meeting, and continued with committee meetings. Friday was the opening of the general session. On Saturday there were business sessions. On Sunday, July 8th, was the banquet, and the end of the convention.

Ms. Sheeler said that she used a highlighter with her schedule to keep from missing anything. The NFB independence market is always a great resource to purchase new products and to pick up literature for free. The exhibit hall was a good place to get hands-on demonstrations of products, and pick up some freebies. This was a good year for our Arkansas affiliate. They sold NFB T-shirts, tote bags, and Ozark lollipops that are made in Arkansas.

Conventioneers spent a lot of time listening to presentations with occasional fit breaks. Many people shared their personal true-to-life experiences. The NFB national president, Mark Riccobono, gave his presidential report and mentioned some of the programs that were going on.

National Federation of the Blind was awarded a five-year grant from the National Foundation providing more than two million dollars for a project called Spatial Ability and Blind Engineering Research, SABER. They have partnered with the National Foundation of the Blind, and they hope to give thousands of blind youth access to free material. In addition, in the summer of 2017, NFB offered forty-eight NFB learning programs through the BELL Academy (NFB Braille Enrichment for Literacy and Learning).

Mr. Riccobono also talked about legislative solutions to accelerate equal treatments and accessibility to instructional material and higher education legislation. The United States has recently celebrated the 18th anniversary of the Fairness and Labor Act. This ensures basic rights to everyone except the disabled.

Ms. Sheeler encouraged everyone to visit the website. There are many stories and reports that would benefit everyone. One point Mr. Riccobono made was the presidents of NFB have always been male, but there have been a lot of important women who have been leaders in the organization.

There is a recording of the president's address, along with his banquet address, on the website that is available for review. Following Mr. Riccobono's report they listed the thirty national NFB scholarship winners which are also listed on the site.

Recruitment

There will be an executive session to discuss hiring the new DSB Director following this meeting.

Announcement

Lisa Reynolds announced that Arkansas Association for Education and Rehabilitation of the Blind and Visually Impaired (AER) will have their annual conference November 5th, and it will be held at the Hot Springs Airport hotel. There will be a pre-conference November 4th, and a post-conference November 6th. Registration forms should go out the week of September 16-22, 2018.

NEW BUSINESS

Pre-Employment Transition Report (Pre-ETS) – LaTasha Mays

Ms. Mays thanked the Board for her nomination and being selected as the DSB Employee of the Year (EOY).

Workforce Innovation and Opportunity Act (WIOA)

The Workforce Innovation and Opportunity Act (WIOA) amends the Rehabilitation Act of 1973 and now requires vocational rehabilitation (VR) agencies to set aside at least 15% of their federal funds to provide pre-employment transition services (PreETS) to students with disabilities who are eligible or potentially eligible for services.

Required Pre-ETS Services

Conditions required to receive Pre-ETS services include job exploration counseling, work-based learning experiences, counseling on opportunities, workplace readiness training, and instruction in self-advocacy. Work-based learning experiences may include in-school or after school opportunities, experiences outside of the traditional school setting, and internships. Counseling on opportunities may be for enrollment in comprehensive transition or postsecondary educational programs. Workplace readiness training may develop social skills, and independent living.

Pre-ETS Counselors

DSB has Pre-ETS counselor positions statewide. The West Memphis/Jonesboro area was filled by Macie Coopwood just this week. Interviewing for the Pine Bluff Pre-ETS position will occur next week. Jacob Grace covers Fort Smith and surrounding areas, Brent Dozier and Lisa Wilson covers Little Rock and surrounding areas and Darwin Moore covers the El Dorado/Texarkana and surrounding areas. The Harrison position is vacated and is in the process of being advertised.

DSB Pre-ETS Activities

DSB has partnered with World Services for the Blind (WSB) Style Program. WSB conducted interest-inventories on the students and assisted students to gain self-advocacy skills, independent living skills, and workplace readiness skills. The students also completed job exploration activities and gained on-the-job work experience in their field of interest.

Statewide Transition Fairs

DSB is conducting transition fairs and attended several transition fairs around the state. Pine Bluff and Little Rock have hosted transition fairs sponsored by DSB. The Little Rock office will host another transition fair September 28, 2018. The El Dorado/Texarkana area office will also host a transition fair on October 22, 2018. The local schools are invited to attend the fair to gain resourceful information from speakers and exhibitor booths to include colleges, workforce, disability services, community rehab programs, rehab agencies, and transition services.

Pre-ETS Workshop

DSB has hosted an annual back to school workshop for the past two years. The most recent back to school workshop was held this past August. The workshop consisted of several speakers including the keynote speaker Sidney and Takisha Moncrief where they spoke about College and Career Readiness.

Parent Summits

DSB Pre-ETS counselors have conducted and will continue to conduct parent summits statewide.

High School Visits

Pre-ETS Counselors consistently visit all high schools and partner with the Teachers for the Visually Impaired (TVI) in the schools. Ms. Mays has had the opportunity to work two days a week at the ASBVI.

Jump Start

Jump Start 2018 was June 3-22 and DSB and Arkansas School for the Blind and Visually Impaired (ASBVI) were proud to have 26 students this year which is the most we have ever had. The students were assigned to various job placements around Little Rock such as Peter Miller Law Firm, Arkansas Children's Hospital, Pulaski County Court, DSB Tech Lab, ICAN, Eye Care Arkansas, Arkansas Department of Education and several other placements. The students received benefits counseling lessons with Brian Sanders. The students also toured World Services for the Blind campus, Pulaski Tech, UALR, IFB solutions formerly known as Lighthouse for the Blind, National Park Community College in Hot Springs, and University of Central Arkansas in Conway. The students learned independent living skills and assistive technology skills. The students also received cooking lessons at Pulaski Tech Culinary Department. Every Thursday, the students received banking lessons at Centennial Bank by cashing their pay checks for the week. The students also received operations and mobility (O and M) lessons. Throughout the three weeks the students received educational classroom lessons with Stephanie Smith and Eric Yarberr. The students also volunteered at Our House homeless shelter and Arkansas Food Bank. The students purchased job interview outfits as well. Jump Start graduation was held at the Arkansas Governor's Mansion where First Lady Susan Hutchinson was the speaker of the evening. The students put on a talent show where they sang, dance, beat-boxed and played instruments to show us their many talents despite their disability. The students were rewarded medallions and certificates for completing the Jump Start program.

The students gain essential life skills, social skills, hands on work experience, independent living skills and educational and community resources available to them during Jump Start which is a great success each year.

Friends of Arkansas Information Radio Service (FAIRS) Activity – Larry Wayland

FAIRS has received their 501c(3) certification as a non-profit organization. Mr. Wayland was able to get Peter Kumpe involved. Mr. Kumpe was the original author of it and was able to assist. They lost this certification in 2010. FAIRS now plans to do fund raisers to purchase some back-up equipment. If the equipment fails, AIRS will be off the air. NEWSLINE will still be up because it is not broadcast. Consumers can get access to over 250 publications through the NEWSLINE app on their iPhone or computer. Mr. Wayland suggested that DSB counselors may remember that if a consumer is eligible for the library, they are also eligible for the NEWSLINE app. It is important to provide local information.

World Services for the Blind (WSB) – Sharon Giovinazzo

Sharon Giovinazzo was not available to give the report for WSB.

Disability Rights Arkansas (DRA) – Caroline Boch

Provided a brief update on DRA service requests. They had a total of twenty one service requests from individuals who are blind or low vision including a wide range of issues. They included six architectural accessibility issues, four employment discrimination or reasonable accommodation issues, two education issues (one K-12, one post-secondary), three client assistance program issues, one transportation, one service animal access, two discharge planning from home and community-based services, one benefits planning question, and one assisted-technology question.

Services for Independent Living Counsel (SILC) – Sha Anderson

Sha Anderson was absent from the meeting, but the Arkansas SILC report is in the Board member packet.

Older Individuals who are Blind (OIB) report – June Richardson

The OIB meeting was held the morning of Friday, September 14, 2018. Some concerns regarding DSB staff were mentioned, including the follow-up of applications by the staff and the way services are provided for older individuals. These were discussed with DSB Field Supervisor, Mary Douglas. Ms. Douglas indicated there are several areas she will be working on. The first would be to develop requirements for the OIB module in the Accessible Web-Based Activity and Reporting Environment (AWARE). The target start date is September 15, 2018. The second is to amend the vendor contract. The target date is February 28, 2019. Because they have a contract they may not be able to do a lot with it, so that time period may be extended to when that contract is up. The third area is training vendors, and case file management service delivery. The target date is May 15, 2019. The fourth is to implement use of the AWARE module. That is targeted for June 1, 2019. There will be a lot of evaluation between now and June, 2019 of the AWARE module as to how they are working and whether they need to make changes. They plan to utilize quality assurance methods and a site visit.

OIB has support from doctors who offer diabetic screening and help get medication to clients. Ms. Richardson is seeking help coordinating events with other agencies. OIB is in the process of getting a list of people they can involve in this process.

Elections of Board Chair and Vice-Chair

Board Chair Terry Sheeler gave the floor to Vice-Chair Bill Johnson. Mr. Johnson asked if Ms. Sheeler wished to continue as Chair. Ms. Sheeler accepted. Mr. Johnson placed a nomination for a one-year term for Ms. Teresa (Terry) Sheeler. He then asked if there were any further nominations and there were none.

Bill Johnson moved that Terry Sheeler continue as DSB Board chairman. Board member Basil Julian seconded. The motion was voted on and carried.

Board Chair Terry Sheeler nominated Bill Johnson as Vice-Chair. Mr. Julian and Board member Keith Clark seconded. The motion was voted on and carried.

Consumer Input

Sandy Edwards spoke about ACB. The next State convention will be in May at the Hilton Garden Inn, in North Little Rock. Details will be announced later.

Ms. Sheeler reported that the next State convention for NFB will be October 12-14, 2018. They will be at the Hotel Hot Springs, in Hot Springs, AR. Registration forms were available, and the agenda was being finalized. The NFB national convention will be in Las Vegas, Nevada, in July, 2019.

The next DSB Board meeting will be December 14th, 2018, at 10:00 am, followed by a luncheon at the Holiday Inn Airport, in Little Rock.

The meeting was adjourned.