Address Block:

Break into four subnets, each with a max of 256 ip addresses

As you can see, you want four combinations of two bits only:

the following does this evenly (the first two bits are manipulated):

FA1:

FAS1:

FS1:

FSS1:

but this just takes the four first available subnets (the two last bits are manipulated):

FA1:

FAS1:

FS1:

FSS1:

Now, apply a bigger mask to the staff subnets, /25, to reduce the ip address count.