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Sandoval again hosts Nevada Day essay and poster contest
[Nevada Appeal](#) Capitol Bureau

Gov. Brian Sandoval is again hosting the annual essay and poster contest as part of Nevada Day celebrations.

The contest is open to all Nevada school children from kindergarten through grade 12, including charter, private and home schooled students.

The contest is divided into several categories according to the grade level.

Those in kindergarten through grade 3 are asked to create an 11x17-inch poster focusing on what they believe is the most important event in American history.

Students in grades 4 and 5 should write an essay of 250 words or less on what they believe is the most important even in American history and why.

Those in grades 6 through 8 should write a typed double-spaced essay of 500-750 words on how an important event in history still impacts the nation today.

Those in grades 9-12 are asked to do the same in an essay of 750-1,000 words.

Entries should be mailed to the Governor's Constitution Poster and Essay Contest, P.O. Box 148, Carson City 89702

Entries should include the student's name, address, grade, home phone and school and must be postmarked no later than Oct. 8.

The awards ceremony will be held in the Nevada Room next to the Governor's Mansion Oct. 27. Awards are a \$100 gift card for each first place, \$50 for second and \$25 for third ion each category.

Resort's Snow Won't Be Pure This Year; It'll Be Sewage

By LESLIE MACMILLAN September 26, 2012 [177 Comments](#)

FLAGSTAFF, Ariz. — Klee Benally, a member of the Navajo tribe, has gone to the mountains just north of here to pray, and he has gone to get arrested. He has chained himself to excavators; he has faced down bulldozers. For 10 years, the soft-spoken activist has fought a ski resort's expansion plans in the San Francisco Peaks that include clear-cutting 74 acres of forest and piping treated sewage effluent onto a mountain to make snow.

But he appears to be losing the battle.

In February, a federal appeals court [ruled](#) in favor of the ski resort's upgrade plans, ending a legal saga fought by a coalition of environmental groups and 13 American Indian tribes, which consider the mountain sacred and view the wastewater snow as a desecration.

This coming ski season, the resort, Arizona Snowbowl, will become the first [ski resort](#) in the world to use 100 percent sewage effluent to make artificial snow.

"It's a disaster, culturally and environmentally," said Taylor McKinnon of the Center for Biological Diversity, one of the plaintiffs. He worries about the impact on the delicate alpine tundra and to human health should skiers fall into the treated sewer-water snow and ingest it.

The [United States Forest Service](#), which owns the land where the resort is, says the treated water meets the highest standards — just below [drinking](#) water — and is already used to irrigate golf courses, soccer fields and parks, according to Corbin Newman, a regional forester.

"Snow-making has become necessary because of [climate change](#)," he said. It allows for a more consistent ski season, bringing money into neighboring Flagstaff, which contracted to sell Snowbowl the water from its sewage treatment plant.

The dispute runs deeper than water. It has erupted into protests, hunger strikes and multiple arrests and has become a political jostling point for Senator John McCain of Arizona and the Obama administration. At one point Snowbowl's owner, Eric Borowsky, declared that if the resort lost its legal bid to make snow, "radical groups would achieve their ultimate goal of control of our nation's resources."

Indeed, the battle has put this picturesque city, about an hour southeast of the Grand Canyon, on the frontier of what many say is the new war for the West's public lands. It does not involve ranchers, miners or loggers, but centers on the burgeoning outdoor recreation industry, which some say is expanding at the expense of the environment.

Half of all alpine ski areas in the United States, including the big names of Vail, Aspen and Lake Tahoe, are on public land, and many of them are faced with the choice of expanding or going out of business. "A ski resort, to remain competitive, has to hit certain dates. They have to guarantee they'll be open by Thanksgiving, Christmas at the latest," said Jim Bedwell, director of the Forest Service's Recreation and Heritage Resources.

“Everyone does well when the ski area does well,” said J. R. Murray, general manager of Snowbowl.

But Indians, who pray and hold ceremonies on the mountain, feel their concerns are too easily swept aside. “Our culture can still be reduced to something that is less important than the profit margin on a ski resort,” Mr. Benally said. “That’s a very, very hard place to be in.”

The wastewater snow, Indians say, will ruin a mountain they consider sacred ground as well as the ecosystem, a concern shared by environmental groups. When it melts, it “could degrade water quality of the aquifers,” said Rob Smith, regional staff director at the Sierra Club.

City officials, like Brad Hill, Flagstaff’s utilities director, say they have been “very proactive” in ensuring that the water is safe. That is why, in addition to the [federal study](#), the city conducted its own water tests.

It hired Catherine R. Propper, a scientist and professor at Northern Arizona University, who found that Flagstaff’s water contains endocrine-disrupting chemicals, or EDCs, including hormones, antibiotics, antidepressants, pharmaceuticals and steroids.

“We don’t know what effect freezing and thawing is going to have on the chemical compounds,” she said. “We don’t know what UV is going to do to them. Some of the compounds will bind to the soil; some will get into the aquifers. It is a very complicated system that we know very little about.”

The substances were not considered in the Forest Service’s impact assessment because federal guidelines do not require doing so, and their nonstatus is part of why Flagstaff can consider its water safe despite Dr. Propper’s findings. Even she is quick to say that “a mouthful of snow is not going to make the difference.”

The Environmental Protection Agency says it is [studying](#) the chemicals, and Flagstaff and Snowbowl both say that if they become regulated, the city “will scale treatment to come into compliance,” according to Kevin Burke, city manager.

“It’s an Old West mentality: let’s go forward and assess the damage later,” said Mr. Benally, referring to the unregulated mining that went on for decades and left a legacy of environmental degradation. That reality is particularly acute on the sprawling Navajo Indian reservation bordering Flagstaff, where Mr. Benally grew up. Forty percent of the population there does not have indoor plumbing; one out of three does not have access to clean drinking water.

For now, Flagstaff [business](#) owners are gearing up for the ski season, hoping the fake snow will “generate as much as \$35 million for the local economy during the winter,” said Julie Pastrick of the Flagstaff Chamber of Commerce.

Asked whether he thinks the protests will continue, Mr. Murray, the Snowbowl manager, expressed a certain weariness with the controversy, saying, “I have no idea.”

Mr. Benally is undeterred. "It's not over," he said. "Until the Obama administration addresses the issue, we will continue to lay bodies in front of Snowbowl's machinery."

Budget Cuts to Hobble State Archives in Georgia

By [KIM SEVERSON](#)

Published: September 26, 2012

MORROW, Ga. — The Georgia Archives, which holds both historical curiosities and virtually every important state government document ever created, is about to become nearly impossible to visit.

After government budget cuts in November, the archives building will have a staff of only three people, one of them the maintenance man.

In November, a round of government budget cuts will reduce the staff to three, one of them the maintenance man. Thousands of documents that pour in every month are likely to languish because no one will be available to sort through them, archives officials said. People who view accurate and open government records as the bedrock of democracy are outraged.

The move will make Georgia the only state without an archives open to the public on a regular basis. But this closing is simply the most severe symptom of a greater crisis facing permanent government collections in nearly every state, professional archivists say.

An amalgam of recession-driven budget cuts and fast-moving technological changes could result in a black hole of government information whose impact might not be understood for decades.

"When our humor gets black, we talk about this as a period of time that could be the Dark Ages for public records," said Vicki Walch, the executive director of the [Council of State Archivists](#). "Fifteen years on either side of the year 2000 is very dicey."

Every state has an archive, which is mandated to hold the official records of government and, by default, the history of the state.

Laws governing which records must be saved and for how long vary from state to state. But all archives offer a trove of information. One can track who met with a governor, trace the history of every state law, find out whether a particular person held a professional license and pore over tax records.

Genealogy is big business for archives, too. As part of [a television series](#), the restaurateur and cookbook author Paula Deen searched for her family history at the Georgia building here and discovered an ancestor who once owned slaves.

The records are often used to settle legal disputes. When two Georgia counties were in a fight over the sales tax revenue from a lucrative Bass Pro shop that straddled their boundaries, they turned to the state archives to settle things.

“The archives are like an insurance policy,” said Richard Pearce-Moses, director of the archival studies program at Clayton State University, which is near the Georgia Archives Building south of Atlanta. “There is a good chance we might never need to know where the county line is, but when we do, we really, really need to know.”

Increasingly, government records are being produced electronically, and agencies use a variety of software to collect and store them. But technology is changing so quickly that few protocols exist on how to gather and protect digital records from tampering. That applies to those once produced on paper as well as new forms of communication, like government Web sites and Facebook pages.

As a result, governments have to decide at what point an electronic birth certificate, for example, will be considered an acceptable legal document.

“A lot of this is untested in court,” said Sarah Koonts, the director of archives and records in North Carolina. “What kind of metadata do we need to have around an electronic record to prove it’s authentic?”

As with paper, preservation is an issue, too. No one knows how today’s technology may hold up and which methods of collection may go the way of the floppy disk, leaving a pile of pixels no one can read in 50 years.

State archivists are scrambling to learn how best to handle digital records just as they are absorbing the largest budget cuts in recent memory.

City and county governments are shrinking, too, so local officials are either not collecting as much information or simply sending what they do collect straight to the state repositories.

The volume of paper records held by state archives jumped to more than 3.9 million linear feet in 2012 from about 2.5 million linear feet in 2006, according to a survey by the Council of State Archivists.

“It would be one thing if the archives could say we are going to quit collecting paper and just collect electrons,” Mr. Pearce-Moses said. “But we are getting more digital content on top of more paper.”

In South Carolina, where the oldest document in the archives was created in 1671, W. Eric Emerson, the director of archives and history, is trying to hold on. At its peak in the 1980s, his department employed 125 people. Now there are 28. He has had to give up on conservation completely.

“Budgets are being cut and staffs are shrinking at the exact time when we need to be adapting and spending on digital infrastructure,” he said. “If you are in a state that thinks government should be smaller, it’s just far more challenging.”

His fear, like that of other archivists, is that “20 or 30 years from now, this will be a period in which numerous government records were lost.”

It's more than just adding server space and storing files shipped in from other agencies.

"That's like taking 200,000 documents, throwing them in a Dumpster and telling a researcher: What you need is in there. Go get it," he said.

There are some bright spots. Gov. Nathan Deal of Georgia has said he will push to restore some financing for the state archives in the coming budget cycle, and new federal grant money is available to train archivists in electronic records.

In August, the Obama administration issued a directive aimed at overhauling the way federal agencies manage and preserve records. Many state archivists hope those protocols will inform their work.

Meanwhile, debates over what to keep and what to throw away continue.

"Is the Twitter feed of Gov. Jan Brewer in Arizona a public record? Yes. No question," Mr. Pearce-Moses said.

"Whether or not it has to be kept and where to keep it is another question," he added. "What it really boils down to right now is triage."

see also: http://www.nytimes.com/2012/09/27/us/budget-cuts-to-limit-public-access-to-georgia-archives.html?nl=todaysheadlines&emc=edit_th_20120927

I am attaching the **EILI 2012/13 Application Package** for your use, and to share with others you think would be interested. **Also, please note that we have changed the start date of the first course to November 8-11, 2012, and extended the application due date to October 22, 2012.**

This change was necessary to give us more time for student recruitment and to accommodate the schedules of our lead faculty for the first course.

The EILI Program is proud to offer students a series of six (6) courses. The courses will take place once a month beginning in November 2012 at our offices located in South Reno, NV. We have an exciting line up of Indigenous scholars and leaders, and cultural knowledge holders, who will serve as instructors for each of the EILI courses.

Every course will also devote time to developing student's cultural knowledge, leadership skills, and healthy living. Additionally, students will learn the basics of digital video production throughout the duration of the courses.

Please share this application package with any young Indigenous adults in our area that you think may be interested and would benefit from this unique opportunity. The target group is young Indigenous adults from the Great Basin tribes who are ages 18 to 30.

This program is truly unique and will offer an exciting learning opportunity for students that want to participate. We are excited to see the applications that have already been submitted. The program EILI program is supported by a grant from the Administration for Native Americans.

We look forward to hearing from you!

Best regards, Debra Harry, Ph.D., Executive Director
Indigenous Peoples Council on Biocolonialism, 20995 S. Virginia St,
Unit B, Reno, NV 89521

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To Stay Relevant in a Career, Workers Train Nonstop

By SHAILA DEWAN NYT

September 21, 2012

Over the last decade, Ty Hallock has steered his [business](#) from Web site creation to social media to mobile apps. In three more years, he expects to be back at the drawing board again.

To prepare, Mr. Hallock, 29, spends an hour or two a day at his business, TopFloorStudio in Asheville, N.C., tracking venture capitalists and start-up news, trying to divine the next frontier. He created TopFloorUniversity, where experts teach his [employees](#) and clients the latest in app development. When he could not find a good curriculum for information architecture, he and a colleague developed one themselves. As a pretext to learn from the luminaries in his field, Mr. Hallock even produces his own podcast.

“You’re always reaching for something that’s kind of like unknown, because you don’t know what is really going to be the future,” Mr. Hallock said. “I’m not in my 30s yet, and I’m sure at some point I’m going to be like, ‘Enough.’ ”

But exhaustion may be a luxury that Mr. Hallock can never afford. The need to constantly adapt is the new reality for many workers, well beyond the information technology business. Car mechanics, librarians, doctors, Hollywood special effects designers — virtually everyone whose job is touched by computing — are being forced to find new, more efficient ways to learn as retooling becomes increasingly important not just to change careers, but simply to stay competitive on their chosen path.

Going back to school for months or years is not realistic for many workers, who are often left to figure out for themselves what new skills will make them more valuable, or just keep them from obsolescence. In their quest to occupy a useful niche, they are turning to bite-size instructional videos, peer-to-peer forums and virtual college courses.

Lynda Gratton, a professor of management practice at the London Business School, has coined a term for this necessity: “serial mastery.”

“You can’t expect that what you’ve become a master in will keep you valuable throughout the whole of your career, and you want to add to that the fact that most people are now going to be working into their 70s,” she said, adding that workers must try to choose specialties that cannot be outsourced or automated. “Being a generalist is, in my view, very unwise. Your major competitor is Wikipedia or Google.”

Businesses have responded by pouring more money into training, even in the current economic doldrums, according to several measures. They have experimented by paying employees to share their expertise in internal social networks, creating [video games](#) that teach and, human resources consultants say, enticing employees with tuition help even if they leave the company.

Individuals have also shouldered a lot of responsibility for their own upgrades. [Lynda.com](#), which charges \$25 a month for access to training videos on topics like the latest version of Photoshop, says its base of individual customers has been growing 42 percent a year since 2008. Online universities like Udacity and Coursera are on pace to double in size in a year, according to Josh Bersin of Bersin & Associates, a consulting firm that specializes in learning and talent management. The number of doctors participating in [continuing education](#) programs has more than doubled in the last decade, with the vast majority of the growth stemming from the increased popularity of Internet-based activities, according to the Accreditation Council for Continuing Medical Education in Chicago.

The struggle is not just to keep up, but to anticipate a future of rapid change. When the Asheville-Buncombe Technical Community College in North Carolina wanted to start a program for developing smartphone and tablet apps, the faculty had to consider the name carefully. “We had this title Mobile Applications, and then we realized that it may not be apps in two years, it may be something else,” said Pamela Silvers, the chairwoman of the business computer technologies department. “So we changed it to Mobile Development.”

As the metadata and digital archivist at Emory University, Elizabeth Russey Roke, 35, has had to keep up with evolving standards that help different databases share information, learn how to archive “born digital” materials, and use computers to bring literary and social connections among different collections to life. The bulk of her learning has been on the job, supplemented by the occasional course or videos on [Lynda.com](#).

“For me, it’s easier to learn something in the classroom than it is on my own,” she said. “But I can’t exactly afford another three years of library school.”

Rapid change is a challenge for traditional universities; textbooks and even journals often lag too far behind the curve to be of help, said Kunal Mehta, a Ph.D. student in bioengineering at Stanford University. His field is so new, and changing so rapidly, he said, that there is little consensus on established practices or necessary skills. “It’s more difficult to know what we should learn,” he said. “We have advisers that we work with, but a lot of times they don’t know any better than us what’s going to happen in the future.”

Instead, Mr. Mehta, 26, spends a lot of time comparing notes with others in his field, just as many professionals turn to their peers to help them stay current. The International Automotive Technicians Network, where mechanics pay \$15 a month to trade tips on repairs, has more than 75,000 active users today, up from 48,000 in 2006, said Scott Brown, the president.

In an economy where new, specialized knowledge is worth so much, it may seem anticompetitive to share expertise. But many professionals say they don't see it that way.

"We're scattered all over the country, Australia, New Zealand, the U.K., so it never really bothered us that we were sharing the secrets of what we do," said Bill Moss, whose repair [shop](#) in Warrenton, Va., specializes in European cars, and who is a frequent user of peer-to-peer forums.

Mr. Moss, 55, said technological advances and proprietary diagnostic tools had forced many garages to specialize. Ten years ago, if his business had hit a slow patch, he said, he would have been quicker to broaden his repertory. "I might have looked at other brands and said, 'These cars aren't so bad.' That's much harder to do now, based on technology and equipment requirements." His training budget is about \$4,000 a year for each repair technician.

Learning curves are not always driven by technology. Managers have to deal with different cultures, different time zones and different generations as well as changing attitudes. As medical director of the Reproductive Science Center of New England, Dr. Samuel C. Pang has used patient focus groups and sensitivity training to help the staff adjust to treating lesbian couples, gay male couples, and transgendered couples who want to have children. This has given the clinic a competitive advantage.

"We have had several male couples and lesbian couples come to our program from our competitors' program because they said they didn't feel comfortable there," Dr. Pang said.

On top of that, he has to master constantly evolving technology. "The amount of information that I learned in medical school is minuscule," he said, "compared to what is out there now."

Hello, in order to keep you updated about information pertaining to the disability community, the National Service Inclusion Project (NSIP) would like to share the following **resources in these topic areas: aging, veterans, accommodations and foundations**. Please feel free to disseminate the announcements below to your local networks.

1) Workplace Accommodations: Low Cost, High Impact
<http://askjan.org/media/downloads/LowCostHighImpact.pdf>

"Low Cost, High Impact" is a study conducted by the Job Accommodation Network that consistently shows that the benefits employers receive from making workplace accommodations far outweigh the low cost. Employers reported that providing accommodations resulted in such benefits as retaining valuable employees, improving productivity and morale, reducing workers' compensation and training costs, and improving company diversity. These benefits were obtained with little investment. The employers in the study reported that a high percentage (57%) of accommodations cost absolutely nothing to make, while the rest typically cost only \$500.

2) Older Americans 2012: Key Indicators of Well-Being

http://www.agingstats.gov/Main_Site/Data/2012_Documents/docs/EntireChartbook.pdf

Older Americans 2012, the sixth report prepared by the Federal Interagency Forum on Aging-Related Statistics since 2000, provides an updated and accessible compendium of indicators, drawn from official statistics about the well-being of Americans primarily age 65 and older. The 176-page report provides a broad description of areas of well-being that are improving for older Americans and those that are not. Thirty-seven key indicators are categorized into five broad areas -- population, economics, health status, health risks and behaviors, and health care. This year's report also includes a special feature on the end of life.

3) HHS Announces New Grants to Aging and Disability Resource Centers

<http://www.hhs.gov/news/press/2012pres/09/20120911c.html> <<http://www.hhs.gov/news/press/2012pres/09/20120911c.html>> <<http://www.hhs.gov/news/press/2012pres/09/20120911c.html>>

Health and Human Services (HHS) Secretary Kathleen Sebelius announced \$12.5 million in awards to Aging and Disability Resource Centers (ADRCs) to support older Americans and people with disabilities stay independent and receive long-term services and supports. These grants, funded by the Affordable Care Act and the Older Americans Act, support counselors who help individuals and their caregivers identify and access long-term services and supports, regardless of income or financial assets.

4) Navigating Government Benefits & Employment: A Guidebook for Veterans with Disabilities

<http://vets.syr.edu/pdfs/benefits-guidebook.pdf>

In response to a need for more easily accessible and organized information on governmental benefits available to veterans and their families, the Institute for Veterans and Military Families at Syracuse University (IVMF), in collaboration with Griffin-Hammis Associates LLC, has released the publication "Navigating Government Benefits & Employment: A Guidebook for Veterans with Disabilities." The four-part guide details monetary, health care and employment services and support benefits, and helps outline the interaction between government benefits and employment or self-employment. The goal is to provide veterans and their families enough information to understand how work income can affect benefits.

5) Grantees' Limited Engagement with Foundations' Social Media

http://www.effectivephilanthropy.org/assets/pdfs/CEP_Social%20Media%20Report.pdf

The Center for Effective Philanthropy reports findings from their latest research exploring yet another aspect of the funder-grantee relationship - social media. They found that although the majority of foundations use social media, very few grantees use social media from their foundation funders or their funders' staff. An archived webinar presenting the report is also available

<http://www.youtube.com/watch?v=EY1RCcGkXm0&feature=youtu.be>

[These resources are provided in partial fulfillment of the contract tasks under UCEDD Resource Center: A project of AUCD, in partnership with AIDD, to strengthen and support the network of UCEDDs.]

NSIP Team, Paula, Roxy, Chad

Collapse of Arctic Sea Ice Has Reached Tipping Point

Ben Cubby, Brisbane Times AU

Excerpt: "As the polar ice cap shriveled at unforeseen speed, Professor Steffen said he had changed his mind about the Arctic tipping point in past weeks. Existing predictions of an ice-free North Pole by 2050 were looking hopelessly wrong. ... 'I'm pretty certain that we have now passed the tipping point for Arctic sea ice.'"

[READ MORE](#)

Nevada Day Treasure Hunt: On your mark, get set ... hunt

Annual search for medallion begins Monday By [Teri Vance](#) tvance@nevadaappeal.com

Mixing Nevada history with a good dose of mystery, the 11th annual Nevada Day Treasure Hunt begins Monday.

Laurie Olson, who organizes the hunt with her family, said the event's popularity keeps their enthusiasm strong.

"We are spurred on by the interest of the community," Olson said. "If we didn't have this kind of community interest, we might lose interest. We also have a lot of fun as a family doing it."

Starting Monday, the Nevada Appeal and nevadaappeal.com will publish a daily clue to the whereabouts of this year's treasure. It could be anywhere in Carson City or the counties of Churchill, Douglas, Lyon, Storey, Mineral or Washoe. Because the Appeal does not publish on Mondays, that day's clue will be available only online.

The first person to find the treasure, a small acrylic square containing a Nevada Day Treasure Hunt medallion, will get a \$500 prize. An additional \$500 will be rewarded If the winner is registered at nvdaytreasurehunt.com. The prize is forfeited If the hidden treasure is not found within 15 days.

The Olsons were avid participants in a similar hunt in Oregon that ran during the annual Rose Festival. When they moved to Nevada 15 years ago, Laurie's son Jesse suggested they start one of their own in the Silver State. And a family tradition was born.

Olson said the event requires work year-round.

"We do a lot of research. We read a lot of books and physically go places and look around."

When it comes time to write the clues, she said the family — Laurie, her husband, Pete, and their grown children Jennifer Walker and Jesse — sits down around the kitchen table and look them over. Some clues are used. Some are rewritten. Some are thrown out.

“We want to make sure the clues are hard but not indecipherable,” she said. “It can be stressful.”

The clues draw upon the state's history, geography and other tidbits.

“We've learned a lot about Nevada because of it,” Olson said. “We hope people who do the hunt will also learn a lot about Nevada.”

Olson's 87-year-old mother, Joy Samsel, runs a nonprofit organization, Where in Nevada, that raises money for the hunt.

“Raising the funds is more of a challenge than the whole hunt part,” Olson said.

The medallion is inside a leather pouch and hidden on public property. It will not be buried, and searchers won't have to climb or do anything physical except walk up to retrieve it. Searchers will not have to make any purchases to find it.

Olson, urging participants to avoid trespassing or any other violations, said, “Use good etiquette and common sense.”

Prospective treasure hunters should go to nvdaytreasurehunt.com to register on opening day, read the frequently asked questions and past clues, which contain explanations for each.

The person who finds the treasure should bring it to the Nevada Appeal, 580 Mallory Way, between 8 a.m. and 5 p.m. Monday-Friday. Players must be 18 to participate.

Olson said participating in the event is a rewarding experience, regardless of outcome.

“People will enjoy learning about the state they live in,” she said. “It's the thrill of the hunt.”

On the Web

To see the clues, go to nevadaappeal.com. To register for the hunt and read the official rules, go to nvdaytreasurehunt.com.

Buffalo Field Camp 2012 Road Show

Music and Stories to bring back the wild buffalo

6:30-8:30 pm October 3 Sierra Nevada College www.BuffaloFieldCamp.org

Celebrating fifteen years of protecting wild buffalo!

http://www.facebook.com/photo.php?fbid=4081908359517&set=o.202212706518478&type=1&relevant_count=1&ref=nf

Do you know of a student who is thinking about dropping out of school? Check out this website: boostup.org