



National Hispanic Caucus of School Board Members

SUMMER 2008

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National Hispanic Caucus Chair's Message

Greetings! It is with great honor and pleasure that I address the NHC Membership as Chair for the 2008-2010 term. I promise to continue my work with the Caucus in promoting and improving educational opportunities for Hispanic children. The Caucus provides opportunities for school board members (of any origin) to dialogue on educational problems, issues, and concerns in conjunction with NSBA, as well as work closely with other national organizations committed to the continued growth and development of minority children. Two years ago, the name of the Caucus was changed from National Caucus of Hispanic School Board Members to National Hispanic Caucus of

School Board Members (NHC) to clearly indicate that *all* school board members are welcome to join this worthy mission.

NSBA Annual Conference

At the 68th Annual NSBA Conference in Orlando, Florida, the Delegate Assembly passed a resolution urging Congress to adequately fund the needs of English Language Learners (ELL). The Assembly also approved a resolution urging state legislatures to offer in-state college tuition to all high school graduates regardless of their immigration status. Lastly, the Caucus' resolution "The Educational and Competitive Value of Learning a Second Language"

was passed by the Assembly. The resolution requires NSBA to encourage Congress to support and fund programs



Cindy Matus Morriss

that embrace a student's native language, while becoming proficient in English. This resolution encourages Congress to recognize the educational and competitive value of learning languages other than English in our globalized economy. This resolution was a small part of the Caucus' overarching program at Annual Conference that addressed school board language policies.

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Language Policies: What School Board Members Should Know

At NSBA's 68th Annual Conference held in Orlando, Florida, the National Hispanic Caucus of School Board Members held a general session titled "Language Policies: What School Board Members Should Know." The event presented a panel of experts to discuss the importance of school policies that incorporate language instruction for English as a second language (ESL) or English language learner (ELL) students. We had a large audience of approximately seventy people from a

broad range of states, from CA to NJ, and from MI to TX.

Lilliemae Ortiz, National Hispanic Caucus Chair, presided over the general session and opened with a very hearty welcome. Arturo Vargas, Executive Director of the National Association of Latino Elected and Appointed Officials (NALEO) served as moderator of the session. He expressed his passion for education and desire to continue the partnership with the Caucus, inviting the Caucus to

NALEO's 25th Annual Conference.



Sylvester Vasquez, Jr.

The panel included two attorneys and one fellow school board member who shared their experiences with ESL and school board language policies. Salvador O. Holguín, Jr., Partner, Atkinson, Andelson, Loya, Ruud & Romo, began the conversation with a brief personnel story of his background

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Ideas for Upcoming Issues?

We want to hear from you! The Caucus would like to know what hot topic our members would like covered in the newsletter. Please contact Hispanic_Caucus@nsba.org.

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Production Manager Gerry Friert
Production Assistant Virginia Weiss

CONTACT INFORMATION

National School Boards Association
1680 Duke Street, Alexandria, Virginia 22314
Phone (703) 838-6722 • Fax (703) 683-7590
Website: www.nsba.org

Language Policies: What School Board Members Should Know

CONTINUED FROM PAGE 1

coming from a Guatemalan mother and a father native to New Mexico. He was raised bilingual and quickly learned the importance of a sound education in two languages. He covered important landmark cases that supported a meaningful education for limited English speakers such as *Lau vs. Nichols* and *Castaneda vs. Pickard*.

Norma Cantù, Professor of Law and Education at the University of Texas at Austin, followed with her personal anecdote about working under President Bill Clinton, where she was accused by some board members of coercion; however, after an investigation by a congressional committee, she was declared a "kind person." She discussed the importance of not treating ELL like everyone else because they are not. She went on to explain the importance of comparing apples to apples but not last year's "third graders" to this year's "third graders," because each year is a totally different group with a different makeup. She concluded with a message of how important it is to create partnerships with federal agencies such as the Department of Education and the Department of Justice.

Lastly, Eva Dong, Board President, Sunnyside Unified School District #12, gave her perspective as an educator as well as a school board

member. She explained that currently one out of every nine students are ELL/ESL, but current demographic statistics show that by 2025 the percentage will increase to one of four students. She continued the conversation on how important it is for school board members to continue to insure working language programs are in place in our districts with funding that increases rather than decreases. She spoke of the continued need for advocacy within our state legislatures on behalf of our children.

The passion was truly felt from all speakers and the audience. There was a lengthy question and answer session that covered a myriad of students topics from AYP, segregation, qualified teachers, to advocacy. The presenters finished the afternoon by staying and visiting with many of those in attendance.

For additional information about Vargas and NALEO please reference their website at <http://naleo.org>. To contact Holguín, Cantù, or Dong, please e-mail the Caucus at Hispanic_Caucus@nsba.org.

Gracias y hasta la proxima,

Sylvester Vasquez, Jr.
Southern Region Director



Panelists Salvador O. Holguín, Eva Dong, and Arturo Vargas, moderator

The Time is Now for School Leaders to Address Childhood Obesity

By Emily Kujawa, NSBA School Health Programs

Childhood obesity is a serious public health epidemic. During the past four decades, obesity rates have soared for all age groups. The role of schools in fighting the epidemic is frequently raised during discussions around this issue, and schools are often blamed for making the problem worse. So what are school board members to do? Getting the facts and asking questions are important first steps.

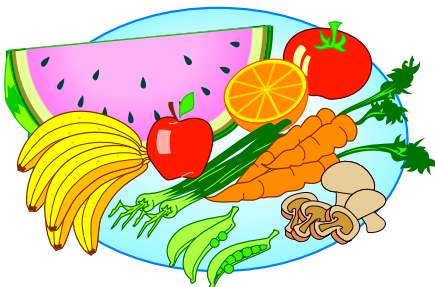
FACT: Almost 32 percent of children and adolescents are overweight or obese—that's more than 23 million youth.

FACT: Overweight children face both immediate and future risk of chronic disease and other problems such as bullying, greater emotional distress, and lower overall quality of life.

FACT: Obesity disproportionately affects minority populations. For example, from 2003-2006, 34.9% of black children and 38.0% of Mexican-American children were overweight or obese compared to 30.7% of white children.¹

This disparity is influenced by a variety of factors including:

- **Access to Healthy Food**—Healthy foods like fresh fruits and vegetables tend to cost more and are less readily available in low-income neighborhoods. These neighborhoods also have far more fast-food restaurants, corner stores and other establishments that sell foods and beverages high in fat, sugar, or sodium and low in nutrients.



- **Opportunities for Physical Activity**—Neighborhoods with high minority populations tend to have few safe parks, playgrounds, and well-maintained sidewalks, which reduce children's ability to walk or bike to school and to spend time playing outdoors safely.
- **Screen Time and Exposure to Advertising**—Minority children are exposed to more food advertising than their white counterparts due in part to more time spent watching television. Increased screen time also means that minority children may spend less time being physically active than white children.

The Centers for Disease Control and Prevention define "obese" for children as having a BMI at or above the 95th percentile for age, and "overweight" as a BMI at or above the 85th percentile but less than the 95th percentile for age.

- **Cultural Factors**—There are also differences across racial and ethnic groups on perceptions of ideal body size and social norms regarding weight, which may influence behaviors related to food and physical activity.

Schools can play a critical role in addressing childhood obesity by implementing policies and practices that promote good nutrition and physical activity. While school districts with federally-funded school meals were required to adopt wellness policies by July 1, 2006, there is no enforcement provision except where state agencies monitor policy implementation.

So how can you—as a school board member—develop local policies that will have a real impact in your district? Some good questions to ask before getting started include:

1. What information do we already have about the childhood obesity rates in our district, such as body mass index (BMI) data? What do we still need to find out,

and how do we collect additional information?

2. What opportunities for physical activity are offered to students, and how can these be expanded or improved?
3. What must we do to help school food services and vendors improve the nutritional quality of school meals and other foods available at schools?
4. Who can we partner with in the community to create school environments that promote good nutrition and physical activity for our students?



Emily Kujawa

NSBA's School Health Programs can help school board members by providing useful information and resources. With a new grant from Leadership for Healthy Communities (LHC), a national program of the Robert Wood Johnson Foundation, NSBA provides resources and technical assistance for developing policies and promoting school district-community partnerships that support healthy eating and physical activity.

For more information on childhood obesity or other school health topics, visit NSBA's School Health Programs Web site at www.nsba.org/schoolhealth. Please also feel free to contact Emily Kujawa, NSBA Project Coordinator, at 703-838-6743 or ekujawa@nsba.org for information on NSBA's LHC project or for the complete list of references for this article.

1. Ogden CL, Carroll MD, and Flegal KM. High Body Mass Index for Age Among US Children and Adolescents, 2003-2006. *JAMA*. 2008;299(20):2401-2405.

National Hispanic Caucus Chair's Message CONTINUED FROM PAGE 1

The NHC met throughout Annual Conference at general sessions, business, and board of directors meetings, our Fifth Annual Luncheon, and a NSBA Joint Caucuses Reception, sponsored by Johnson Controls, Inc. The highlights include our general session on "Language Policies: What Every School Board Member Should Know (A Panel Discussion on ESL)," luncheon speaker Carlos Muñoz sharing his experience as an activist, honoring Jane E. Gallucci, NSBA Past President, with the Abrazo Award, and the elections held at the NHC Business Meeting. I enjoyed seeing many of you at our events, and for those of you who were unable to attend Conference, our regional directors have written detailed reports that are included in this newsletter.

Finally, for the first time, the NHC announced the recipients of its Scholarship Award Program (2007-2008) during our Business Meeting. This year we were able to expand our scholarship award a maximum of ten recipients to (two per NSBA region) each receiving a \$1,000 scholarship. We have included a brief biography and photograph of each awardee in this newsletter. I am always inspired and impressed by our applicants as they share their challenges, achievements, and their passion for higher education.

The NHC Board of Directors continues to meet on a quarterly basis, either by telephone conference or face-to-face meetings. In May, we held a conference call to debrief on this year's Caucus programming at Annual Conference and to plan for next year. We are also preparing for the annual board retreat scheduled for October 10-11, 2008 at the NSBA offices in Alexandria, Virginia.

Hispanic Education Related Meetings

As NHC Chair, I serve on the National Association of Latino Elected and Appointed Officials (NALEO) Board of Directors. I am also a member of the NALEO Educational Fund Board. Following Annual Conference, I had the opportunity to attend two NALEO initiatives: Florida Statewide Policy Institute on Higher Education Access and Success in addition to the Policy Institute on High School Equity in Washington, D.C. These institutes provided a forum for Hispanic elected officials to share and learn about model initiatives and best practices. The NALEO Educational Fund convened the Institute to improve the ability of Latino policymakers to shape public policies that will help reform America's high schools so they better serve Latinos and other students of color. Additional information about these Institutes is available at NALEO's website <http://naleo.org> and at <http://highschool equity.org>.

I also had the opportunity to attend the 17th Annual Celebrating Educational Opportunities for Hispanic Students, Southwest, held on April 25-27, 2008 in San Jose, California. The theme of this conference was: "*Meeting the diverse needs of all children – a courageous conversation.*" This four-state association event showcased exemplary programs effective in reaching our Latino/Hispanic and diverse student population. The keynote speakers were absolutely outstanding, and included our very own, NSBA Immediate Past President, Norman Wooten. I want to thank Norm for his advocacy and belief in the plight of our English Language Learners. He shared

his belief that schools must educate every child that arrives at our doors; school board members must resist becoming an enforcement arm of the immigration service. He explained that we must address the trend in some states to move to an "English Only" society.

The NHC is proud to announce the arrival of a new family member. Our Secretary, Carmen Piñeyro, and husband Walter Mendoza, became the proud parents of Julia Del Carmen Piñeyro-Mendoza in May. Carmen is a member of the Freeport Union Free School District in New York. Northeast Regional Director, Harry J. Delgado, was also recently elected President of the New Jersey School Boards Association. We congratulate him on his wonderful accomplishment!

I hope that you will share this newsletter with your friends and colleagues. You will find within this newsletter a membership form that offers several categories by which to become a member. Thank you for your membership in NHC and we look forward to your participation and support this coming year. I look forward to working with each and every one of you. I am open to suggestions and advice as I serve you as Chair these next two years.

Con mucho cariño or with much affection,

Cynthia "Cindy" Matus Morriss

Got a New E-mail?

The board strives to continue to improve communication with our membership. E-mail has become one of the primary means for the Caucus to quickly distribute information to its members. Over the next year we plan on expanding our e-mail communication with frequent updates detailing news articles and information about upcoming programs or events. If you have recently changed or are unsure if we have your e-mail address on file, please contact us at Hispanic_Caucus@nsba.org.

NHC Luncheon Speaker, Dr. Carlos Muñoz

Harry J. Delgado

Northeast Region Director

Our luncheon focused on opportunities and challenges for Hispanic children with guest speaker, Dr. Carlos Muñoz, Jr. Dr. Muñoz was born in the “segundo barrio” in El Paso, Texas, and was raised in the barrios of East Los Angeles. The son of poor working class Mexican immigrants, he earned his Ph.D in government from the Claremont Graduate School, and was founding chair of the first Chicano Studies Department in the nation in 1968 at the California State University at Los Angeles. He is currently Professor Emeritus in the Department of Ethnic Studies, University of California, Berkeley. Dr. Muñoz has gained international prominence as political scientist, historian, journalist, and public intellectual.

Dr. Carlos Muñoz, Jr. is also the author of the book *Youth, Identity, Power: The Chicano Movement* a classic study of the origins of the 1960’s Chicano civil rights movement. *The San Francisco Chronicle* praised the book as “An essential record of the Chicano Movement and an important addition to the history of American social protest.”¹ *Youth, Identity, and Power* places the Chicano Movement in the context of the political and intellectual development of people of Mexican descent in the USA, tracing the emergence of student and intellectual activities in the 1930s and the move-

ment’s initial challenge to the dominate white racial and class ideologies. Dr. Muñoz documents “the rise and fall of the Chicano Movement of the 1960s, situating it within the 1960s civil rights and radical movements and assessing the Chicano Movement’s contributions to the development of the Mexican American population and the Latino populations as a whole.”²

Dr. Muñoz addressed our audience with passion and quickly engaged us with the phrase: “victory is in the struggle.” These words still resonate with me! He eloquently brought life to his personal experiences as an activist, making the audience feel part of this struggle. Dr. Muñoz described his arrest along side twelve other Mexican student community activists, commonly known as the “East Los Angeles 13.” These arrests were the result of a walk-out by Los Angeles high school students in 1968 to protest “racist teachers and school policies, the lack of freedom of speech, the lack of teachers of Mexican descent, the absence of classes on Mexican and Mexican American culture and history, and the inferior education provided to Mexican American students.”³ Dr. Muñoz highlighted his advocacy efforts to ensure that both educators and students are taught Latinos’ history and their con-

tributions for human rights and social justice.



Harry J. Delgado

In the epilogue to his book, Dr. Muñoz speaks of a “call to forge a new radical politics based on the lessons of the Chicano Movement.”⁴ In my opinion, this is truly a call for all Latinos to join a movement that as Dr. Muñoz explains “must be based on the critical understanding



Dr. Carlos Muñoz and Cindy Matus Morriss, NHC Chair-Elect

that the struggle for social justice [and] must be a struggle against all forms of oppression inclusive of gender, race, ethnicity, class, sexuality, and disability.”⁵ He concluded with a vision of hope for a politics “framed with a new vision of an authentic multiracial and multiethnic democracy that will promote social justice and peace at home and throughout the world.”⁶

Dr Muñoz’s message provided an example to board members all over the country, not just Latino board members, and those so honored that they represent the importance of activism and public service. Answer the call, join the movement and continue the struggle on behalf of all children. We took an oath to do just that!



Norm Wooten, NSBA President, greets attendees prior to introduction of Dr. Carlos Muñoz by Lilliamae Ortiz, NHC Chair

1. Verso, “Youth, Identity, Power,” (Verso), http://www.versobooks.com/books/klm/m-titles/munoz_chicano_movement.shtml (accessed June 12, 2008).

2. Ibid.

3. Carlos Muñoz, Jr., *Youth, Identity, Power: The Chicano Movement* (London: Verso, 2007), 1.

4. Ibid., 8.

5. Ibid., 8.

A Report on the NHC Annual Business Meeting

We thank the members who were present for the National Hispanic Caucus of School Board Members (NHC) Annual Business Meeting held March 30, 2008, in Orlando, Florida. The meeting proved to be a forum for the entire Caucus membership to hear the highlights of this year's Caucus activities and elect members for the 2008-2010 Board of Directors.

In the Chair's report, Lilliemae Ortiz outlined the NHC work to guide NSBA's advocacy goals for 2008. The Caucus endorsed several resolutions for re-adoption and submitted a new resolution to NSBA's Policies and Resolutions Committee for approval. She proudly reported that all four resolutions were approved by the Delegate Assembly: (1) Elementary and Secondary Education (ESEA)/No Child Left Behind (NCLB) Act Reauthorization; (2) Educational Opportunity and Teacher Diversity; (3) Educational Needs of English Language Learners; and (4) Educational and Competitive Value of Learning a Second Language. These resolutions will guide NSBA policy when advocating to Congress for 2008. Additional information about these resolutions can be found on NSBA's website at <http://www.nsba.org/FunctionNav/AboutNSBA/NSBAGovernance.aspx>.

This year was also one of the most successful for the NHC Scholarship Program. Scholarship Committee Chair, Cindy Matus Morriss, reported that a total of eighty-six scholarship applications were received: eleven from Central Region (Illinois, Michigan, Ohio); seventeen from Northeast Region (Maryland, New Jersey, New York); eighteen from Pacific Region (Arizona, California, Oregon); twenty from Southern Region (Texas, Louisiana); and twenty from Western Region (New Mexico, Nebraska). The Caucus increased the number of scholarships awarded from one to a maximum of two \$1,000 scholarships per region, for a total of nine scholarships awarded for the 2007-2008 school year. With your involvement and support we can continue to do even more, hopefully reaching new states and assisting more worthy students.

Membership Committee Chair, Kevin Carbo reported that due to an upgrading of NSBA's

software, NSBA would no longer be able to support the full board membership options currently offered by the NHC. The current full board option allows established boards consisting of three, five, seven, and nine members to join the Caucus at a reduced rate. NSBA proposed that the Caucus shift to a full board option determined by school district size rather than board size. Carbo recommended that the membership reject NSBA's proposal because full boards currently make up approximately 40% of the Caucus membership. In the meantime, NSBA has agreed to manually enter any new or renewing full board NHC memberships.

In addition to committee reports, elections were held for the NHC Board of Directors at the Annual Business meeting. All board members were elected to a two-year term serving 2008 through 2010. In accordance with the NHC Bylaws, Cindy Matus Morriss (AZ) automatically ascended to the position of Chair with Lilliemae Ortiz (NM) assuming the position of Immediate Past Chair. The executive committee saw Kevin Carbo (TX) rise to the position of Chair-Elect, Mike DeLaO (AZ) to Vice Chair, and Carmen Piñeyro (NY) to Secretary. The Board welcomes Liz Sanchez (AZ), the newest member of the Board of Directors, to the position of Treasurer. Lastly, Guillermo López (MI), Harry Delgado (NJ), and I, Margaret (Margie) Tapia, were reelected to our positions as the Central, Northeast, and Western regional directors respectively.

(from left to right),
Fernando Treviño
(former NHC Chair),
Sylvester Vasquez,
Jr.,
Harry Delgado,
Guillermo López,
Mike DeLaO,
Kevin Carbo,
Liz Sanchez,
Cindy Matus
Morriss,
Lilliemae Ortiz,
Margie Tapia,
Lillian Tafoya
Missing from photo
is Carmen Piñeyro



The 2008-2010 NHC Board of Directors



Margaret Tapia

Prior to adjournment and for the first time ever, the Board of Directors included regional breakout sessions. These sessions aimed to foster greater bonds between the membership, regional directors, and the executive committee. The questions posed to attendees in the breakout sessions were as follows:

1. Does a statewide Hispanic Caucus exist in your state? How large is it and what types of activities do they engage in?
2. What types of Hispanic/Latino organizations exist in your schools for either parents or students?
3. Are you or any of your fellow board members also members of NALEO?
4. What legislative issues exist in your states that affect Hispanic/Latino students?
5. What kind of initiatives would you like to see the NHC engage in?

All in attendance appreciated the opportunity to engage and provide feedback. The consensus is that we continue to hold regional breakout sessions during the Annual Business meeting. If you were unable to attend the Business meeting, but would like to provide some feedback to the Caucus, please email Hispanic_Caucus@nsba.org. We always appreciate interacting directly with our membership.

Respectfully submitted,
Margaret (Margie) Tapia
Western Region Director

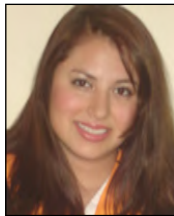
Scholarships

Since 1998, the National Hispanic Caucus of School Board Members' scholarship program has helped over fifty-five (55) students with financial assistance to attend college. With the help of organizations such as ARAMARK Education, Sodexo School Services, Washington Mutual, and personal donations, the program provides assistance to deserving Hispanic students with the many costs associated with higher education.

This year, the program expanded to select a maximum of ten students, two from each NSBA region, to receive a \$1000 scholarship for school related expenses. Cindy Matus Morriss spoke with each student about their future aspirations, life challenges, and advice received, and here is what they said.

Central Region ¹

From Thompsonville, Illinois, **Melanie M. Gonzalez**'s most challenging course was Medical Topics, a course that combines Anatomy and Physiology with a working rotation at a local medical center. Despite the difficulty, she found the coursework to be exciting and engaging, which enabled her to excel. This experience has guided her choice to pursue a medical or pharmacology degree at Northern Illinois University.



Melanie M. Gonzalez

Northeast Region

The most challenging course for **Isel K. Otero-Vera**, from Gaithersburg, Maryland, was her Advanced Placement Spanish Literature Class. She succeeded at the lengthy readings and quick pace of the class by adhering to her father's truism: "Perseverance is the key to confronting life trials." Isel enjoyed learning about her culture through the Hispanic authors her class highlighted. She hopes to apply this positive experience to a liberal arts degree at Bryn Mawr College (PA) with the ultimate goal of becoming a lawyer that lobbies against human rights violations in the international political arena.



Isel K. Otero-Vera

Gabrielle R. Delgado from Dayton, New Jersey, has always been dedicated to and

inspired by her Puerto Rican heritage. She plans attending Rutgers University (NJ) to pursue a Masters of Arts degree in Social Work with a minor in Spanish. She aspires to become a domestic violence and substance abuse counselor, specifically to help other Hispanic families. When asked what the best piece of advice she had ever received, Gabrielle responded: "Always be myself, and I will succeed."



Gabrielle R. Delgado

Pacific Region

Amelia L. Herrera from Patagonia, Arizona, attributes her success from a myriad of AP classes and varsity sports to her family, who has encouraged her to strive for the impossible, gave her a shoulder to lean on, and supported her even when she wasn't looking. Amelia plans on attending Arizona State University to earn her Masters of Art, degree in Architecture. She would like to use her degree to help her family by building them a beautiful home.



Amelia L. Herrera

Jose M. Hernandez from Woodburn, Oregon, believes that "there is no such thing as continuing with your education. Education is the only way to succeed in life, never-never give up." This value structures Jose's daily life as he teaches computer skills to adults at a local community college. He plans on attending Oregon State University for a degree in Computer Engineering. He would like to continue to give back to the Hispanic community by helping them obtain a better future where a lack of computer knowledge is not an issue.



Jose M. Hernandez

Southern Region

By forming a student study group, **Marissa A. Calderon** from San Antonio, Texas, was able to overcome a shortage of tutors and complete two college classes, Calculus I and II, in high school. All the while, she remained active in her school's theater productions both on and off stage. When



Marissa A. Calderon

asked what the best piece of advice she had ever received, Marissa responded: "In life nothing is ever handed to you, if you want something you have to obtain it for yourself." Marissa will be attending the University of Texas at Austin this fall.

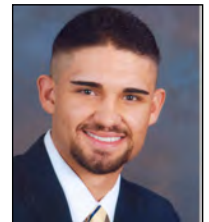
Throughout high school, **Michael C. Morin** from Luling, Louisiana, exhibited a great love of music. He was an integral part of Hahnville's award-winning marching and concert bands as a band officer, section leader, and drum major. In addition to music, Michael is dedicated to his Hispanic heritage, recently completing his third year of Spanish. He discovered an aptitude for teaching while participating in gift-giving activities for less fortunate children in his community. He plans on attending Loyola University (LA) to study music education in the hopes of giving back to the Hispanic community as a teacher.



Michael C. Morin

Western Region

Matthew A. Archuleta from Chama, New Mexico, believes that you can do anything you set your mind to. He cites his greatest influence as football because it taught him respect, leadership, hardwork, and dedication. In the fall, Matthew will attend the University of New Mexico in order to pursue a degree in pharmacology. He believes that a college degree will get him one step closer to creating a good environment for his family.



Matthew A. Archuleta


Joshua J. Sanchez from Española, New Mexico, aspires to earn both a Bachelors of Art and a Medical degree. When asked about his most influential extracurricular activity, Joshua named cross-country running because it taught him the mental toughness to be a successful long distance runner. He believes that his mother's constant encouragement enabled him to work hard and remember not to put himself down, but to "keep working for it."



Joshua J. Sanchez

¹ Unfortunately, we were unable to award a second scholarship to a student from the Central Region this year.

July 2008

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August 2008

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September 2008

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October 2008

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Schedule of Events

July 18-20, 2008

NSBA Pacific Region Summer Meeting
Vancouver, Washington

July 21-23, 2008

NSBA Southern Region Meeting
New Orleans, Louisiana

July 25-27, 2008

NSBA Central Region Meeting
Milwaukee, Wisconsin

September 12-14, 2008

NSBA Western Region Meeting
Kansas City, Kansas

September 25-28

CUBE Annual Conference
Las Vegas, NV

October 3-5, 2008

NSBA Northeast Region Meeting
St. Thomas, U.S. Virgin Islands

October 10-11, 2008

NHC Board of Directors Retreat
Alexandria, Virginia

October 28-30, 2008

NSBA T+L Conference
Seattle, Washington

HOLIDAYS

- **July 4, 2008**
Independence Day
- **September 1, 2008**
Labor Day
- **October 13, 2008**
Columbus Day Observed