



Minnesota Educational Facility Management Professionals

The Messenger



MASMS State Meeting

An Event for ALL Chapters | Tuesday January 11, 2022

This year we are offering a full lineup of educational classes, it will be a day well spent!

This day is FREE to all MASMS Members and their staff.

The Keynote is a workshop on leading diverse teams.

This workshop was given at the Mankato School District, and it comes HIGHLY recommended.

If you and your staff need ideas on leading and understanding diverse teams, this is definitely one workshop you do not want to miss. MASMS is covering the full cost of this workshop.

This event will be held at Jimmy's Event Center, 3565 Labore Road, Vadnais Heights, MN on Tuesday January 11th.

The day's agenda:

8:30 AM Registration

9:00 – 10:00 AM Select from one of two educational sessions.

1. How Schools Comply: COVID-19 OSHA ETS, Vaccination, Testing Response | Mary Ferrian, IEA
2. Maintaining School Facilities | Jake Staum, Kraft

10:00 AM Break | Networking

10:15 – 11:15 AM Select from one of two educational sessions.

1. HVAC with the Plumbing Maintenance Program | Lori Bauer, Climate Makers and Amy Satterfield, IEA
2. Maintenance and Documentation of Fire Protection Features in Schools | Tom Roessler, State Fire Division

11:15 AM Lunch | Networking

Noon – 1:45 PM Keynote | Workshop (About 1.5 hours in length.)

Toby Spanier, University of Minnesota Extension Center for Community Vitality

Leading Diverse Teams

While diversity gives schools a competitive edge, misalignment is a common problem – especially when leaders aren't prepared for handling cross-cultural differences (or try to ignore them altogether). Leaders who can adapt their leadership styles, listen without bias, and build the groundwork early to bridge differences will have the most success leading diverse teams.

In this workshop, participants will increase their self-awareness of their assumptions, beliefs, and mindsets towards difference. A variety of approaches will be shared to foster greater connections and alignment with diverse staff. Finally, participants will be asked to explore how these principles apply to their leadership work to foster increased inclusion and performance.

*If you are traveling a distance, and need hotel rooms the night before, we reserved a block of rooms at the Holiday Inn Express that is connected to Jimmy's event center. **Hotel is at the member's expense.***

Just call (651) 484-2400 and ask for the MASMS State Meeting Rate.

CONTACT US



(320) 685-4585



ruth@masms.org



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**MESSAGE FROM
THE BOARD**



*Kevin Johnson,
Southern Chapter Director*

Help Yourself To All Of What MASMS Has To Offer...

It is hard to believe that we are already heading into another holiday season! With all of the issues on our plates, it really is tough not letting our jobs overwhelm us all! As Chris noted in last month's column, MASMS is here to help! "Networking is one of the principles our MASMS organization was founded on so take the time to attend a meeting and talk with your peers to help you find answers to your challenges"

Attend chapter meetings to learn new things, get updates & network with your peers... we typically all have similar issues to solve and talking with others can really help! Don't go it alone.

Covid Zoom meetings, these have been really informative with no set agenda. We talk about and discuss whatever is of importance to those on the call. These virtual meetings will resume on January 27th and be held the last Thursday of each month.

We are offering a Certified Plant Supervisor (CPS) class which will be held on January 25th & 26th. This class will cover Team Building and Law, Leadership and Motivation, Communication and Interpersonal Skills, Time Management and Planning, Finance and Budgeting, Conflict Resolution and Problem-Solving. Two annual State Educational Meetings, one of which will be in January with details at the top of this newsletter. For more information or to register, please contact Ruth.

We also have awesome Custodial, Maintenance & Grounds Appreciation days held every June. Please consider sending your staff to one of these education packed meetings. We are all suffering from worker shortages and all of our staff needs a day to get away from the daily grind, relax and enjoy networking with their peers from around the State. Upcoming scheduled CMD events:

- Metro Chapter: June 16th & 17th (Location TBD)
- Northern, NW & West Chapters: June 21st in Hill City
- Southern Chapter: June 23rd in Mankato

Lastly, I would urge you to consider becoming more involved in your chapter by volunteering for various officer position as they open up each year. I've been doing this for a long time and I can assure you that you will get far more out of it, than you may realize.

I wish you all a WONDERFUL Holiday Season, and please be SAFE!

Kevin



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Advanced Wireless Communications
Maverick Perry, Climate Makers
James Lubratt, SVL, Inc.

**Welcome to new Chapter Officers in
the Northern Chapter!**

**Northern Chapter Vice President/
Secretary:**

Brad Neutz, Maple Lake Schools

Northern Chapter Director:

Megan Pehrson, Grand Rapids Schools

**Testing medical
waste notice:**

MPCA response on
disposal of COVID test
swabs.

Though many healthcare
facilities voluntarily
manage all COVID-related
waste with their infectious
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kits may be disposed
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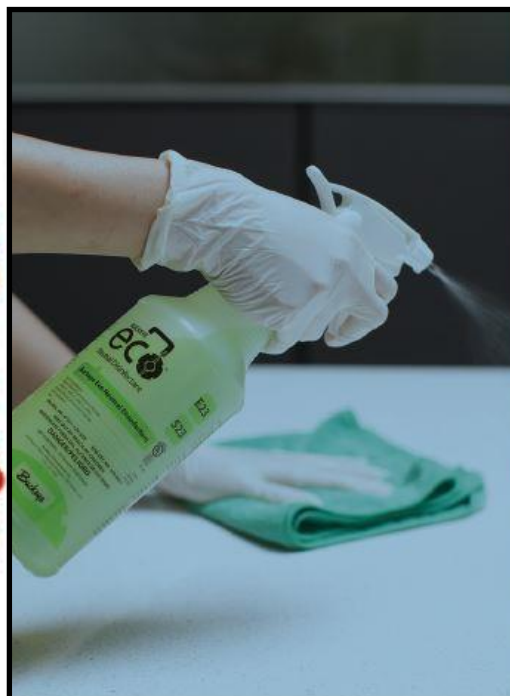
It is sometimes easy to assume that very successful people were always just that – always successful in everything they’ve done, never facing any adversity. I thought I would share a couple of short stories about some extremely successful people and the adversity they overcame:

Nearly all of us have heard of Elon Musk, co-founder of PayPal, face of the electric car maker Tesla, has his own space program called Space X, etc. Elon Musk’s parents divorced when he was young and he lived primarily with his father who was “a terrible human being – almost every evil you could think of, he has done. I had a terrible upbringing. I had a lot of adversity growing up.” He was also bullied in school, he said “You get chased around by gangs at school who tried to beat the (expletive) out of me, and then I’d come home, and it would just be awful there as well.”

In 1995, with \$28,000 Musk and his younger brother started Zip2, a web software company, that was later acquired by AltaVista for \$340 million. Musk then created X.com, which later became PayPal and although he was later ousted from that company, he left with \$180 million in stock. He then invested all of that money into more new companies including Tesla and SpaceX. In 2008 those companies were failing and hanging by a thread. Musk later reflected “I remember waking up the Sunday before Christmas in 2008, and thinking to myself ‘ Man, I never thought I was someone who could ever be capable of a nervous breakdown.’ I felt this is the closest I’ve ever come, because it seemed...pretty dark.” Those companies then experienced miraculous turnarounds, and in 2021 (only a “short” 13 years later) his estimated total net worth is \$151 billion dollars, surpassed only by Jeff Bezos as the richest person in the world!

Another story involves John Paul Dejoria, who created more than 90 hair products with annual sales of \$600 million. John Paul talked about what the Holidays were like when he was only 5 years old: He and his mother would walk around downtown Los Angeles looking at the various Christmas displays in storefront windows, even though they did not have enough money to buy any presents. Dejoria often tells the story about how his mother gave him a dime, and then told him to give it to the woman who was collecting donations for the Salvation Army. “They need it more than we do,” his mother told him, “Always try and share. I know it’s a lot for us, but it means even more for them.”

Here's wishing you and yours a Happy Holidays!



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Theater Inspections, an Annual Requirement

Article submitted by Chris Plonske, Southern Minnesota Inspection

Auditoriums pose some of the largest safety hazards in a school, yet they are often one of the most overlooked areas. In most cases, custodial staff understand the general needs of auditorium maintenance and building infrastructure. However, stage rigging, roof top smoke and curtain fire rating are often the last items considered while making maintenance plans.

RIGGING

Rigging systems suspend a large amount of weight directly over the heads of everyone on-stage, backstage and, in some facilities, above the audience in front of house. To prevent accidents, rigging should always be routinely inspected and maintained to help avoid rigging system failure.

Stage rigging, whether hung by chains, motorized hoists or counterweight systems, fall under ANSI E1.47: Recommended Guidelines for Entertainment Rigging Inspections (2017). This ANSI recommendation calls for level 1 inspections to be performed annually, which is rigging that is readily accessed by an inspector. Level 1 inspections include system components, weight capacity & safety/warning signage, facility logbooks that contain issues, inspections, repairs & training.

ANSI E1.47 Level 2 consists of all Level 1 inspections plus a more thorough, hands-on inspection and is recommended every 5 years or if a facility has no record of a recent inspection. Level 2 includes areas and rigging that are less accessible by using aerial lifts and/or other means to get an up-close look. Level 2 inspections are recommended annually for all motorized rigging.



FIRE SUPPRESSION

Fire suppression systems play a critical part of theater safety. Proscenium fire curtains, when working properly, can serve an important role in separating a stage fire from an audience. The proscenium fire curtain needs to be maintained in operable condition and inspected annually by a qualified person per NFPA 80.



Stage smoke and heat vents play a key role in fire safety. Think of the stage as a fireplace and the rooftop smoke vents like a chimney. Smoke vents draw smoke, heat and fumes away from the front of house and other surrounding areas. Per NFPA 204, smoke vents are to be inspected annually by a qualified person. The vents should be maintained to be in operable condition and operational testing every 5 years.

Stage drapes, curtains and soft goods in older facilities are often made from cotton materials that are coated for flame resistance. This flame resistance depletes from the fabric over time. Dust, dirt, humidity and other environmental factors can also lessen the lifespan of the flame-resistant cotton products. Documentation of flame-resistant treatment in the last 20 years is required. NFPA 705 testing provides documentation of flame resistance pass/fail.

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Theater Inspections, an Annual Requirement

(Continued from page 5)

An IFR poly replacement is an option for older drapes that have failed NFPA 705 testing. IFR poly drapes offer, among other benefits, flame resistance for the lifespan of the product.



Because stage accidents are often due to user error, inspections should be added to your risk management and accident prevention programs. Annual inspections and acting on an inspector's recommendations may mitigate potential liability should there be an accident. Training for school staff and students show the school's desire to protect users and audiences.

Inspections, maintenance and training not only protect students, staff and audiences but your investment as well.

Additional standards for inspection include the following:

OSHA 1926.1501(a)(6) A thorough, annual inspection of the hoisting machinery shall be made by a competent person, or by a government or private agency recognized by the U.S. Department of Labor.

The employer shall maintain a record of the dates and results of inspections for each hoisting machine and piece of equipment.

The International Building Code (IBC) Section 20.9.1 The rigging system shall be inspected annually. Section 20.9.1.1 The annual rigging inspection shall be performed by a qualified person.





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UPCOMING TRAINING OFFERED BY MASMS

MASMS is offering CPS class in January 2022.

CPS is required for the MASMS Certification Program. The class costs \$500.

Tuesday January 25th & Wednesday January 26th, 2022

- Holiday Inn and Suites, St. Cloud, Minnesota | MASMS covers the cost of hotel, breakfast and lunch both days.
- This class is a review of the study materials, and is not meant to be a complete instruction.
You must spend the necessary time studying the materials prior to the class, we suggest at least 6 weeks.
- The first 1 ½ days will be a review of the study materials; the last ½ day will be the test.
- Mat Miller, MASMS CPS Certified Instructor will be facilitating this class.

If you have any questions or would like to sign up for one of these options, please contact the MASMS office at 320-685-7585 or at ruth@masms.org, and we will email you the registration forms. Once we have the registration forms back, we then mail out the study book.

Certified Plant Supervisor (CPS) Certification | The Certified Plant Supervisor Credential (CPS) is designed to equip the rising supervisor with the professional and interpersonal skills needed to keep their team moving forward. The CPS CREDENTIAL develops and tests supervisors, providing them with the confidence and knowledge to execute and successfully manage any situation. The CPS exam contains 100 true/false and multiple-choice questions. A score of 70% is required to pass.

Mark your calendar for the 2022 Custodial/Grounds/Maintenance Days

After Covid stopped us from holding these events the past two years, we are super excited to bring it back!

June 15 & 16, 2022 | Metro

(Same program both days, allows you to send 1/2 of your staff each day).

June 21, 2022 | Northern/Northwest/West

June 23, 2022 | Southern

Plan ahead—let’s blow the roof off the number of staff that attends this year! This is a Thank You event for Custodial/Grounds and Maintenance Staff—learning, fun, entertainment and prizes. It’s a great day, and a great way to say thank you.

Please consider the following:

1. Plan to send as many staff members as you can.
2. If your staff needs to travel a long distance, plan for a hotel stay the night before.
3. Let the school board and administration team know how important this event is to your staff, and the importance of them to attend.
4. Let the MASMS office know of any specific training you would like to see at this event.
5. If you cannot send your entire staff on one day, consider sending part of your staff on different days—your staff can attend ANY of the days, regardless of where they are being held.

Watch for registration in February!

MASMS Boot Camp

July 19th & 20th, 2022 | St. Cloud Minnesota

The entire cost of this training is covered by MASMS, food, hotel and instruction.

Watch for registration info in February.

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MASMS | BEHIND THE SCENES

So much of what happens in MASMS is due to the work of volunteers that are behind the scenes! MASMS would not exist without the dedication, hard work and enthusiasm of the MASMS volunteers. These volunteers include the State Executive Board (listed on the last page of the newsletter each month), chapter officers and committee chairs and committee members and all those that help with each event!

Next time you see one of these members mentioned here, or members that are working as part of a volunteer team that are not part of the leadership or committee chair structure—please say “thank you”!

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 Vendor Rep | Dave Bahr, Hiller Floors

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MASMS | BEHIND THE SCENES | Committees

CONFERENCE COMMITTEE

The Convention Committee plans the program for the annual convention and product show.

Chairperson: Chris Wirz, St. Francis Schools

EDUCATION/CERTIFICATION COMMITTEE

The Education & Certification Committee plans and coordinates a variety of educational programs for the annual conference; developed and maintains the MASMS Certification Program.

Chairperson: Maureen Mullen, Prior Lake-Savage Schools

FACILITY MAINTENANCE STANDARDS

The Facility Maintenance Committee keeps the facility maintenance standards manual up dated.

Chairperson: Don Hanson, Osseo Schools

HEALTH & SAFETY

Keeps members up to date on Health and Safety issues. Provides information for the monthly newsletter in respect to Health and Safety issues.

Chairperson: Amy Satterfield, IEA, Inc.

HISTORY

Keeps the history files for the Association.

Chairperson: Mike Boland, North St Paul-Maplewood-Oakdale

LEGISLATIVE/DEPT. OF EDUCATION

Works with the MASMS Lobbyist; keeps membership informed on matters that affect them on the legislative level and Department of Education issues.

Chairperson: MASMS Executive Board

MEMBERSHIP & RECOGNITION

Identifies MASMS members that are recognized through the MASMS award process; meets with groups to build membership.

Chairpersons: Kevin Hildebrandt, ISG & Kevin Johnson, Retired Red Wing Schools

SCHOLARSHIP

Coordinates the MASMS scholarship program, and selects recipients of the MASMS student scholarships (based on their essays).

Chairperson:

Scott Clemente, ServPro Minnetonka

TECHNOLOGY/COMMUNICATIONS

Involved with keeping MASMS up to date on technology.

Chairperson:

Kevin Johnson, Retired Red Wing Schools

TURF & GROUNDS

Acts as the liaison between MASMS and turf and ground associations.

Chairperson:

Tracy Closson, Northfield Schools

If you are interested in serving on any of these committees, please contact the MASMS office or any MASMS Officer.



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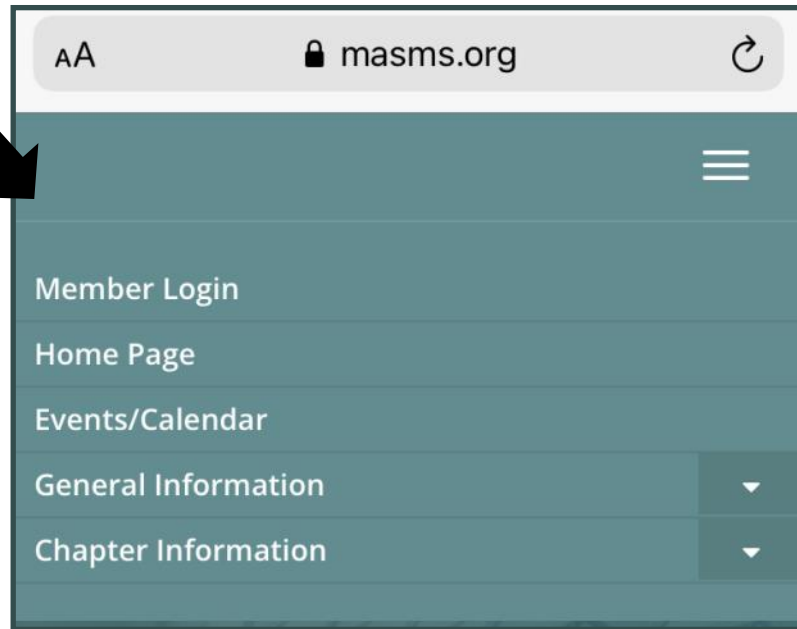
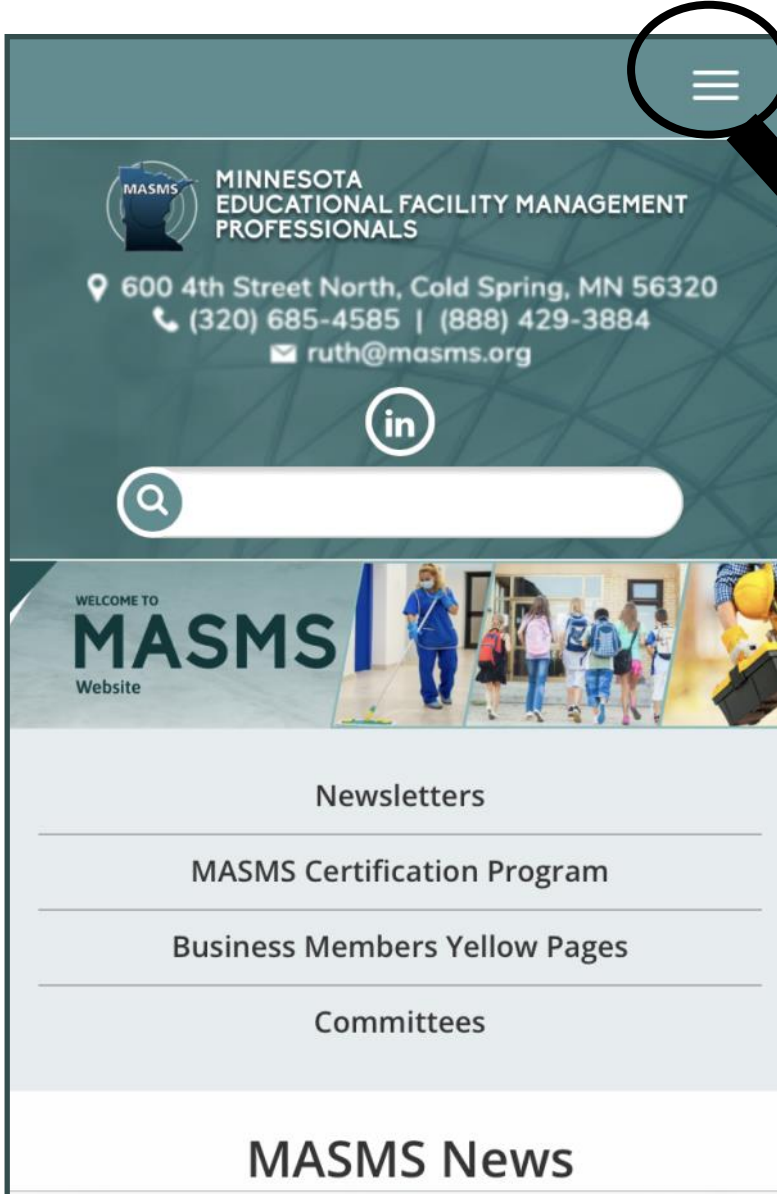
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PROJECT HIGHLIGHT Southland Schools

Submitted by ISG, Inc.

SOUTHLAND
REBELS

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Health & Safety

The MASMS Health & Safety Committee supplies information for this section. If you have a specific topic you would like to see covered, let the MASMS office know.

UPDATE: OSHA Emergency Temporary Standard Requiring Mandatory Vaccination or Weekly Testing for Employers with 100 or More Employees

School Districts with 100+ employees should be monitoring the current OSHA Emergency Temporary Standard (ETS) that could impact vaccine and testing requirements starting early December 2021. Below are links to the standard verbiage as well as MN OSHA updates and summary of ETS verbiage for you to better understand what impacts may occur with your district for planning and program roll out.

Here is the full standard (pages 150-153) – it's short so I recommend reading the whole thing: <https://www.govinfo.gov/content/pkg/FR-2021-11-05/pdf/2021-23643.pdf>

Please see the fact sheets and FAQs on this page: <https://www.osha.gov/coronavirus/ets2>

MNOSHA Updates:

Typically MN OSHA has 30 days to adopt a standard that is at least as stringent as the federal standard.

It may be different this time, because a compiled litigation case is pending. The premise behind the litigation is the following:

- (1) Some believe the standard goes beyond what OSHA has the authority to do.
- (2) Some say the standard does not do enough to protect workers.

There is currently a “stay”, or pause in enforcement, due to this litigation.

MN OSHA is preparing to adopt the ETS as written, but they will not be publishing the ETS while the “stay” is in place. Their adoption of the new ETS is subject to change as the litigation makes its way through the process.

If/when litigation is resolved, the standard could go into effect immediately; therefore lawyers and agencies strongly recommend 100+ employers prepare for the standard to go into effect.

Here are summary/highlights:

- All provisions, other than testing, require compliance on December 6. Testing for employees who have not received all vaccination doses requires compliance on January 4. These dates are subject to change as the litigation makes its way through the process.
- Employers must inform each employee about this standard. This does not have to be a full training, and could be as simple as an email as long as all employees have access and read emails.
- A written mandatory vaccination policy OR a written policy allowing any employee not subject to a mandatory vaccination policy to choose either to be fully vaccinated against COVID-19 or provide proof of regular testing for COVID-19 is required.

Continued on Page 13

Health and Safety | OSHA Emergency Temporary Standard Continued from Page 12

- Employees who are not vaccinated are required to wear a mask in the work place when indoors and when occupying a vehicle with another person for work purposes (except when in a room alone with floor to ceiling walls and a closed door, when eating or drinking, or when the face covering creates a greater hazard).
- Employers must ensure that each employee who is not fully vaccinated is tested for COVID-19 at least once every 7 days; documentation must be provided no later than the 7th day following the date on which the last test result was provided.
- Employers must maintain record of each test result.
- Regardless of vaccination status, require each employee to notify the employer when they are diagnosed with COVID-19, and immediately remove them from the workplace until the employee meets the CDC's Isolation Guidance return to work criteria.
- Employers must not require COVID-19 testing, when that employee has received a positive COVID-19 test or diagnoses for 90 days following that positive test or diagnosis.
- The employer must permit the employee to wear a respirator instead of a face covering whether required or not. In addition, the employer may provide respirators to the employee, even if not required. In such circumstances, the employer must also comply with § 1910.504 Mini Respiratory Protection Program.
- Are employers required to pay for the testing? The OSHA standard does NOT require the employer to pay for the testing. The standard does say that the employer needs to look at local laws, collective bargaining agreements, etc. to see if there is anything requiring them to pay for testing. OSHA mentioned there have been questions about MN Statutes 181.61 and 181.645. These both apply to certain employers, and employers should look at these to determine if required to pay. OSHA has no authority over these MN Statutes, so OSHA would not be charged with enforcement on those items. OSHA recommends discussing with legal council to determine how they apply to the workplace. Employee health insurance could be an option for covering costs for testing.

Continued on Page 14



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Health and Safety | OSHA Emergency Temporary Standard Continued from Page 13

- Employees covered by the OSHA Healthcare ETS are not required to be included in the vaccination/testing program at this time, because employees can only be covered by one ETS at a time. An ETS must either be renewed or revoked within 6 months of being established. The healthcare ETS will be 6 months old in January—if it is revoked, then those workers covered by the Healthcare ETS would then be covered by the Testing and Vaccination ETS Employees who meet the exemptions for vaccination or testing (remote workers, 100% outdoor, those covered under the Healthcare ETS) still count towards the total employees when comparing to the 100 employee threshold.
- District Nurses and Human Resources may have access to a vaccination database called MIIC. Information from this system is acceptable documentation for vaccination records under the OSHA Testing and Vaccination ETS.
- Records must be retained for as long as this standard is in effect. If/when the standard expires vaccination records no longer need to be maintained by the employer.

Questions? Email Ruth your questions and MASMS can investigate and generate responses to help clarify the impact and status of this OSHA ETS.



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Please note that the Northern Chapter is going to a bi-monthly meeting schedule until next year. The December 2021 and February 2022 Northern Chapter meetings have been cancelled.

UPCOMING MASMS EVENTS

December 14, 2021	MASMS Metro Chapter Meeting
December 17, 2021	MASMS Southern Chapter Meeting
December 22, 2021	MASMS NW Chapter Meeting
January 11, 2022	MASMS State Meeting
January 19, 2022	MASMS West Chapter Meeting
January 20, 2022	MASMS Northern Chapter Meeting
February 8, 2022	MASMS Metro Chapter Meeting
February 23, 2022	MASMS Southern Chapter Meeting
February 23, 2022	MASMS NW Chapter Meeting
March 8, 2022	MASMS Metro Chapter Meeting
March 16, 2022	MASMS West Chapter Meeting
March 17, 2022	MASMS Northern Chapter Meeting
April 12, 2022	MASMS Metro Chapter Meeting
April 20, 2022	MASMS Northern Chapter Meeting
April 20, 2022	MASMS Southern Chapter Meeting
April 27, 2022	MASMS NW Chapter Meeting
May 18, 2022	MASMS West Chapter Meeting
MAY 2022 Final Date TBA	State Meeting Allianz Field, St. Paul MN



Today's Edition

No. 11-2020

Waconia Daily Telegraph

School Leaders Turn Into Super-Heroes!

LED Conversion Saves District Tax-Payers \$624,000



Waconia School Board - Photo Taken After Project Approval

Students and staff will be walking into completely transformed schools this year because of Waconia's partnership with the Bright Schools Project.

New integrated LED lights with controls will save the district over \$624,000.

There was no initial investment on the project and the ten-year capital lease carried an interest rate of 2.6% - resulting in immediate cash-flow back in the districts budget.

DAVID SWAN

Bright Schools Project, Anoka MN

David@BrightSchoolsProject.org