



Minnesota Educational Facility Management Professionals

The Messenger

Virtual MASMS May State Meeting

Staying Positive and On Purpose During Change and Uncertainty with Dr. Cindra Kamphoff
May 11, 2021 at 10:00 AM

Despite all the factors that we cannot control, we can choose to lead with grit, purpose and passion.

In this virtual presentation, Dr. Kamphoff will discuss tools to help us see the opportunity, practice self-leadership in change, savor the good in our buildings, and commit to leading with purpose.

You have three options to join this Zoom Event

Zoom On-Line, or call into the meeting or do both – use the video on-line Zoom and the audio on the phone.

Option Zoom On-Line:

Join Meeting go to: <https://zoom.us/j/91392654897>

Meeting ID: 913 9265 4897

Option Call In: Dial in: 1 (312) 626 6799 | Meeting ID: 913 9265 4897

Pre-registration is not required.

2021 VIRTUAL MASMS Custodial Days

Due to Covid 19 the MASMS Executive Board made the decision to not hold in-person custodial days this year.

In place of the in-person event, we will be offering educational sessions virtually:

Dates: June 16th & 17th.

Time: Sessions will be offered 9 AM, 10:30 AM, 1 PM and 2:30 PM each day.

Notes: Each session will be one hour and will be different.

Each session will be recorded for viewing later.

There will be no charge for the sessions.

Watch for details in the upcoming weeks!



New Chapter Officer

Shaun Nelson, accepted the position of VP for the West Chapter. Shaun is the Head Custodian of the Bertha-Hewitt School District.

Congratulations!

The following Chapter Officer Positions Are Open.

Please contact the MASMS office if you would be interested in serving in one of these positions.

Northern Chapter: Secretary & Director Positions | West Central Chapter: Secretary & Vendor Rep

A Chapter Secretary maintains minutes of chapter meetings; A Chapter Director is the liaison between the Chapter and the Executive Board and the Chapter Vendor Rep is the liaison between business members and the chapter.

IN THIS ISSUE

May State Meeting	1	Boot Camp	6
Virtual Custodial Days	1	Scholarship Opportunity	7
Chapter Officers	1	Vinyl Flooring for Schools	8
New Members	2	Covid Corner	11
Message from the Board	2	Looking Towards the Future	12
Vendor Corner	3	CPS Class Options	15
Project Highlight	4	People Love Dirty Laundry	16
Health & Safety	5	Message Board	17

All MASMS In Person Events are canceled until
July 1st, 2021 Due to COVID 19

CONTACT US



(320) 685-4585



ruth@masms.org



[linkedin.com/company/masms](https://www.linkedin.com/company/masms)



[MASMS.ORG](https://www.masms.org)

MESSAGE FROM THE BOARD



Kain Smith
State Secretary

In today's world what would we do without humor? I don't know about the rest of you but I haven't watched a single minute of a news station in months because of all the negativity being thrown around day after day. I have to believe it takes its toll on everybody in some way.

That's why I'm extremely grateful to belong to an organization that truly cares for the wellbeing of its members. MASMS recently realized just how much stress and anxiety there is out there among our members and brought in a phenomenal guest speaker to talk to our members about managing stress. I like to think I'm a pretty calm guy and I don't stress a ton but that speaker really hit home on a lot of topics. I came away with some useful information that will better prepare me for

things to come like the following phrase. "Control the things you can control and let the rest go" that's a great phrase and to some it's easier said than done but man does it make sense.

I'm also grateful we have members that can tackle the hard issues but can crack a joke here and there realizing that it's ok to laugh as well. A smile and a laugh can do wonders when dealing with stuff that's not much fun.

If you haven't experienced any of the above I'd recommend you take advantage of some of the upcoming events our great organization is offering. We have great leaders in place running these events. Like the weekly covid meetings every Thursday along with chapter meetings throughout the year. We also have our Custodial days planned for June 16th & 17th that will be virtual this year. If all things go as planned we also will be having our Fall Conference in person on Sept 30th & Oct 1st. I will close with a huge thank you for all you do for our school districts.

Take care and remember it's good to laugh and smile often,
Kain Smith

MCHUMOR by T. McCracken



"Kids can shoot a basket from 50 feet away, but can't hit a trash can two inches from their nose?"

WELCOME NEW MEMBERS

Educational Members

Roger Helgeson, Northfield ISD
Travis Pasch, Northfield ISD
Mark Fenton, South St. Paul Schools

Business Members

Dana Krakowski, EPS—Environmental Plant Services
Nick Balistrieri, HLS Outdoor
Bryan Duncan, Arnold's, A Kleen-Tech Co.
Duane Palubicki, Arnold's, A Kleen-Tech Co.
Chris Zink, Arnold's, A Kleen-Tech Co.
Todd Pernsteiner, Pernsteiner Creative Group, Inc.
Jennifer Kimmen, Minnesota Energy Resource
Glen Bergman, G & B Environmental, Inc.
Jamie Freibeit, G & B Environmental, Inc.

Need a quick way to know when to fly the flag at half staff?

The best web site I could find is:
<https://flagsexpress.com/flag-half-staff/>

Updated daily and you can subscribe (free of charge) to be notified by email on Federal and Minnesota Half Staff Flag Status.



You may receive some marketing from them, but the site is up to date. The others that I found are non-profits/government sites that are not updated on a regular basis.

Vendor Corner

A Business/Organization is Like a Big Ship

My mentor at Inspec, Dick Phillips, had an analogy he shared with me decades ago that I have personally found to be very true: A business or organization is a lot like a big ship in many ways. I will share just three of those similarities now:

Momentum is a huge force. A big ship takes a long time to get up to speed, a long time to stop, and tends to turn very slowly.

Businesses and organizations also have "momentum" and you should expect that major changes to the business/organization usually take a long time to actually see. If

things aren't going well and you're headed in the wrong direction, you can turn that wheel as hard left or right as you can but that ship will still turn very slowly, just like a business or organization would. If things are going well, and it appears that your organization has a lot of momentum, it seems like that ship just keeps sailing forward and can go right through most minor storms it experiences. It takes extra effort to get something up to speed, and you should expect that any changes you try to make will take some time to actually happen.

Leadership is critical on a ship, no doubt the Captain plays a critical role, and the same thing can be said about a business or organization: strong leadership is critical to success. The Captain of a ship doesn't serve so much as a "boss" but instead a leader that tries to keep the focus on the mission and keep the crew safe and working together. The Captain can effectively define and measure what success is. A good Captain provides his crew with the training and equipment they need to succeed at their jobs. A good Captain recognizes his crew's achievements and at the same time deals with those that aren't fulfilling their responsibilities on the ship. A good Captain acknowledges the importance of morale and does what they can to keep it at a high level.

Lastly, just like a big ship businesses and organizations tend to have "gauges" and other indicators that can provide a lot of very important information. Sailboats have "telltails" on the sails that can help you see how efficiently the wind is hitting your sail; it is important to know how efficient your business or organization is too. Some of these "gauges" for a business or organization can be things like profit/loss, growth in number of employees or members, feedback from clients or co-workers, and others. Even if the ship is sailing along just fine, it is still important to routinely take a quick look at the important "gauges" for your business or organization. You might be going full steam ahead but notice something looks wrong with one of your gauges and by recognizing it early before there is a bigger problem can be very important. Your "gauges" can provide a lot of very important information and if you successfully identify and monitor those "gauges" you might be able to fix a minor problem before the engine stops and leaves your ship drifting at sea.

In summary, a business or organization is a lot like a big ship. Realize the powerful force of momentum and how long change can sometimes take to actually see in effect, try to be more of a "Captain" than a "Boss", and identify and monitor the important "telltails" of your business or organization.

**Mike Remington, Inspec
MASMS Vendor Rep**

SNOW REMOVAL SERVICE

 Roger
(651) 301-9004



- ✓ Safely remove snow from the game field
- ✓ Layout the Lacrosse Fields
- ✓ Call MSC for help

msc
Minnesota Sodding Company
Your Sports Turf Specialists
mnsodco.com



ROBOTIC LAYOUT SERVICE

Ben
(612) 272-9958



PROJECT HIGHLIGHT

Brooklyn Center Public Schools
Brooklyn Center Minnesota

Major remodel, renovation and
upgrade over the past two years.

*Project submitted by
All State Communications*



District Superintendent: Carly Baker

Architects: TSP Architects

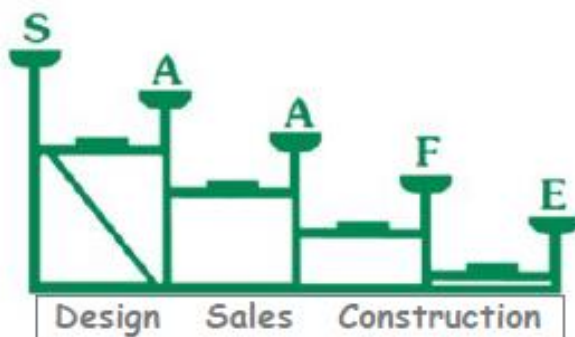
Tile: MCI, Inc.

Access Control, Intrusion, Fire Alarm, Video Surveillance: All State Communications

District Operations Director: Jim Langevin

Construction Management: R. A. Morton & Associates

Laboratory Casework: Cosney Corporation



Mailing Address: P.O. Box 230
Excelsior, MN 55331

Office Address: 684 Excelsior Blvd. Suite 220
Excelsior, MN 55331

SAAFE, LLC

Home of "Stadium Steve"

Grandstands, Bleachers, and Seating

Tim Tobin
Office: 612-808-9869
Cell: 612-250-9606
stadiumsteve@gmail.com



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.

4 Keys to Effective Safety Communication

H&S COMMITTEE NOTE: This article is adapted from a 2008 article, but it is interesting how steadfast these basic communication guidance keys are for safety, or for a pandemic.

Communicating occupational safety and health information effectively is crucial to preventing employee injuries and illness.

Remember the four keys to success. Effective safety communication is:

1. Interactive. It flows both ways. You speak about safety and you listen to employees’ concerns and suggestions.
2. Informative. It tells employees what they need to know to work safely under all conditions.
3. Positive. It focuses on the exchange of ideas and information to improve workplace safety and prevent accidents and illness.
4. Productive. It allows you to interact successfully with employees and spread your safety message to all who need to hear it.

Watch out for communication barriers.

- If too much information is being communicated all at once, it can be hard for employees to absorb all those different messages at one time.
- If your message lacks clarity, is confusing or ambiguous, what a worker actually hears might be quite different from what you intended to say.
- If expectations are not clearly defined, you may be unpleasantly surprised by the results. It is important to know and express what you expect to happen as a result of your communication.
- If you communicate a safety message without taking the time to listen carefully to the response of employees, the communication is incomplete. Remember, you have to speak and listen for communication to be successful.
- If you don’t take employees’ concerns and priorities into account, they might not listen to what you have to say.

And don’t forget that effective safety communication always begins with your message.

- Before you speak, think carefully about what you want to say. Be as clear as possible about each of the points you want to make.
- Organize your thoughts into a logical sequence for communication.
- Consider your expectations. Do you expect employees to take some action as a result of what you tell them? If so, be sure to be clear about what that action is.
- Keep your communications simple. One safety message at a time, simply and directly stated, is more likely to be heard and understood.
- Be as precise as possible. Use concrete language and examples to explain what you mean so that you leave no room for misinterpretation.
- Be concise. Say only what needs to be said to get your point across. A lot of extra words will only confuse the issue.
- Demonstrate when appropriate. Employees generally learn better and retain more of the safety information they see and hear.
- Repeat your message as needed. Studies show that a safety message often needs to be repeated on several different occasions to get through to employees.

Why It Matters...

- ⇒ Failure to communicate safety information effectively can have serious negative consequences, including:
- ⇒ Accidents, injuries, and illness
- ⇒ Lost workdays
- ⇒ Reduced productivity and delays
- ⇒ Risk-taking by employees
- ⇒ Inability to comply with regulations
- ⇒ Higher workers’ compensation and health insurance costs
- ⇒ Damage to materials, equipment, or your facility (for example, in a workplace fire caused by carelessness or lack of knowledge)
- ⇒ Risks to community and environment (for example, in a release or improper disposal of hazardous chemicals)

MASMS Boot Camp | July 2021

Dates & time: Tuesday July 20th and Wednesday July 21st, 2021 | 8:00 AM to 4:00 PM, dinner at 6:00 PM on July 20th.

Location: Holiday Inn, St. Cloud, MN **Cost:** MASMS will cover the cost of this training, including hotel & meals.

Boot Camp Information: The MASMS Boot Camp is specifically designed to provide training for facility professionals.

The following topics will be covered:

Custodial | Grounds | Maintenance Management | Security
Health & Safety | Transportation Standards | Best Practices
Training | Equipment | Management Tools | Inspections
Budgets | Staff Management & Development

Instructors:

This course is taught by seasoned experienced facility staff from public schools. Mike Boland (ISD #622), Scott Hogen (Mankato Schools), Chis Pint (ISD#196) and Laura Masley (Elk River Schools), who have over 75 years of combined experience!

Contact the MASMS Office with questions or to register.
ruth @ masms.org | 320-685-4585

Please indicate if you need a hotel reservation.

Verify Your Cleaning Process

Simple, Safe, Sustainable

Give faculty, parents and students peace of mind by verifying your school is clean and safe with the LM1 ATP meter, manufactured by 3M.



"We have purchased an ATP Meter and will be tracking the cleanliness of the school."

-Russ Bode, Grounds & Maintenance Supervisor, Goodridge Schools

Call or visit us!

651-646-5339

www.greensciencesolutions.com



GREEN SCIENCE SOLUTIONS

Simple, Safe, Sustainable

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

MASMS 2021 Scholarship Opportunity

The MASMS Scholarship Committee is accepting essays from sons and daughters of all dues-paying and life members (**educational and business members**) of MASMS who are high school seniors graduating in 2021 or are currently a post-secondary student attending a post secondary school in the United States

The MASMS Tom Robinson Memorial Scholarship program is in memory of a long time employee with the Hopkins School District in the field of maintenance. He was instrumental in writing software for the State Department of Energy and served on multiple MASMS committees for many years.

HOW TO APPLY

All applications and essays will be submitted electronically using the link below. You will receive an email confirmation once you submit your application. When you click on the link, complete the application form and submit your essay by April 15, 2021. (You may also go to www.masms.org and select "2021 Student Scholarship" to submit your information.)

Essay specifications:

- Maximum of two pages, type written, double spaced narrative.
- Financial need is not a consideration.
- This essay should NOT have your name on it, or any reference within its context that would identify the applicant or his/her MASMS parent. (We do not want the judges to know who the applicant is.)

Essay should contain:

- Personal data to include school, community activities in which you have participated during high school and/or post secondary (e.g. student government, music, sports, church work, volunteer work, etc.)
- Discussion of awards and honors you have received.
- Description of your work experience (without any reference to a business which may be owned by your parent). Include how long you have worked at each job and the number of hours worked per week.
- Discussion of your grade point average. While the committee will not base scholarship awards on the highest grade point average, they do feel that some discussion on this topic is appropriate.
- Your educational goals and aspirations.

All information is reviewed by the MASMS Scholarship Committee. **Awards will be announced by letter in early May 2021.** Checks are issued after proof of enrollment is received.

SCHOLARSHIP AWARDS

The number of scholarships awarded will be based on available funds. Awards will range from \$250 to \$1500 per person. Each person may receive a lifetime limit of \$2000.

Applicants need to have a google account to submit this form.

Link: <https://forms.gle/jVvNGkse8rdZsvuY9>

Please note:

You must be a registered member of MASMS for your children to be eligible; grandchildren are NOT eligible.

If you have any questions, please email Scott Clemente at: scott@servpro10278.com or contact the MASMS office at 1-320-685-4585 | ruth@masms.org



2909 South Broadway Rochester, MN 55904

Max Bahr: 507-319-3322 | mbahr@hillercarpet.com | hillercarpet.com/commercial

Dave Bahr: 507-254-6858 | dbahr@hillercarpet.com | hillercarpet.com/commercial

SERVING MINNESOTA SINCE 1947

*Minnesota Floor Covering State Contract Vendor
Service Cooperative Flooring Vendor*

Vinyl Flooring Types Used Most Often In Schools

Article Submitted by Dave Bahr, Hiller Commercial Floors

This month we will review vinyl tile flooring types used most often in schools. There are two types VCT and LVT. VCT is short for Vinyl Composition Tile. It is made up of some amount of vinyl, color pigments and filler. The filler is typically limestone. This type of flooring and its predecessor, VAT (vinyl asbestos tile) were the primary flooring products used in schools. In the early days, the use of asbestos fibers in the tile stabilized the product and improved its' resilience. The vinyl content was higher and the floor was very high preforming. The ban on asbestos containing materials led to the search for alternate ingredients to keep the product category as an option.

VCT had a number of problems as waxes did not seem to adhere very well, the product shrunk over time, was very brittle and cracked easily and metal shavings from chair legs ended up ground into the material. All of which made a floor that looked like polished glass in August right after being waxed appeared worn out by the end of September. VCT required yearly stripping and waxing with 4-6 coats of wax each year that was not only labor intensive but, with rising school building use in the summer, the time to do the work was getting less and less.

Looking for a lower maintenance option led schools to investigate using rubber, sheet vinyl, linoleum and a product called LVT. LVT is also called Luxury Vinyl Tile or Laminated Vinyl Tile and the use of this has exploded over the past 10 years or so. LVT is now the dominant floor tile used in schools. LVT is a high-quality photograph, laminated to a vinyl backing and covered by a polyurethane wear layer. The high vinyl content allows the product to be flexible, so it does not crack as easily as VCT and the polyurethane surface greatly reduces maintenance as stripping and waxing becomes a thing of the past. As more and more manufacturers get into this category, the styling has improved as has the evolution into different wear surfaces, sizes, colors and thicknesses. Traditionally, the product was made in SE Asia, China and South Korea because the labor cost was low and the access to high quality photo paper was easy. Recently, some of the US manufacturers have built factories in the states and some of the foreign manufacturers have begun construction of new factories in the USA also. With so much of the product made in the Far East, delivery times are usually 6-8 weeks. We are now hearing that could extend to 22 weeks as there is a shipping container shortage and massive delays at the worlds loading docks.

Continued on Page 9

UHL SINCE 1917

Building Automation
 Energy Services
 Mechanical
 24/7 Service
 Analytics
 Security Systems
 Fire & Life Safety

UHLCOMPANY.COM 763 • 425 • 7226
 9065 ZACHARY LANE, MAPLE GROVE, MN 55369

Vinyl Flooring Types Used Most Often In Schools (Continued from page 8)

When the category was first starting out and there was not much competition and the cost was high as was the quality. As the category caught on, the price came down but, in some cases, so did the quality. The category is now a mixed bag that is, overall, an improvement over VCT. In general, the most commonly used LVT is 2.5 mm glue down with 12- 28 of wear layer. A few are also 3.2mm (1/8") and a newer category is 5 mm. The nice aspect of the 3.2 mm is that it butts up to existing VCT perfectly while 5 mm butts up to most carpet at the same level.

The real meat of the sandwich is the wear layer and the durability of the wear layer. The early LVT wear layers were polyurethane which offered a low maintenance feature. Most of the early LVT had 12 mil of wear layer and the claim was , under high traffic, you wear down one mil per year. Defining high traffic was always subjective, but I have never seen an LVT wear through to the backing, so the life span is very long. Innovative manufacturers began to add layers of wear layer to make claims of additional performance and I have seen as high as 40 mils. I am unsure if any of these added wear layers actually improve performance. Performance is more a function of resistance to scratching. Scratches are the enemy of appearance in school settings. Some of the manufacturers have recognized this and have added ceramic beads and /or aluminum oxide to their wear layers for added scratch resistance while others are bringing out Formica like wear surfaces. Schools have a problem with sand being tracked in on wet boots or stuck in the soles of tennis shoes and hiking boots. The major sand component is quartz which is very hard. Quartz ranks #7 on the Harness scale (Diamonds are the hardest at #10) and , as a crystal, has sharp points on a microscopic level. Once brought into the building, it gets further ground in from chairs and desks. Roller chairs with plastic rollers are a large problem as the plastic rollers get burred and the wheel turns into sandpaper. The trick, then is twofold. Find a tough wear layer that resists scratching and use a color style that hides the scratches. Some schools jumped into the category by using wood look, dark colored planks of LVT. Scratches show white so these floors looked very bad within a very short time. The answer then was to strip, seal, and wax which defeated the purpose. Once you start a waxing program, you are locked into it for as long as you own the floor.

We have had tremendous success with a slate like look with an active pattern and an aluminum oxide pebble finish. The combination of the multi-shade background colors and tough wear-layer prevents most scratches and the ones that occur are hard to see. Many schools have removed all their VCT and replaced it with LVT because of the cost savings and time savings they are seeing.

Continued on Page 10





WE'VE GOT YOU COVERED

Because your children's safety is priority number one.

When severe weather demands quick decisions.

So facility management is never out of touch.

Proudly Celebrating 30 Years Serving the Midwest!

Locally Owned and Operated 1991 - 2021



ANCOM
DELIVERS SOLUTIONS



MIDWEST RADIO RENTALS
MRR
Two-Way Communications

SALES: 952-808-0033
RENTALS: 952-890-7570
SERVICE: 952-808-7699
ROCHESTER: 507-281-1917
WWW.ANCOM.ORG



MOTOROLA SOLUTIONS
PLATINUM CHANNEL PARTNER



MOTOROLA, MOTO, MOTOROLA SOLUTIONS and the Stylized M Logo are trademarks or registered trademarks of Motorola Trademark Holdings, LLC and are used under license. All other trademarks are the property of their respective owners. ©2021 Motorola Solutions, Inc. All rights reserved.

Vinyl Flooring Types Used Most Often In Schools (Continued from page 9)

In general, expect to pay \$2.50-2.75/ sf for VCT installed and \$4-\$6 sf installed for glue down LVT. A newer category is evolving called Rigid LVT. Rigid is 5 MM usually and comes as WPC (wood plastic Composite) and SPC (stone plastic composite). WPC is more suited to residential use with the problem being heavy equipment can leave a permanent indentation. SPC however has a very high load limit, often as much as 1500 lbs., and is growing exponentially. We are mostly seeing the use of SPC in architect specified school projects. I do not understand the advantage over glue down 3.2mm to justify the \$2/sf added cost. SPC will run from \$6-7.50/sf installed. The wear layers are the same as 3.2 and 2.5 mm just the thickness (mostly Limestone) is higher. SPC claims the thicker material reduces the amount of floor prep that needs to be done but I am very dubious. An improperly prepared floor will telegraph through onto the surface no matter how thick the tile is.

Things to watch out for: Check the scratch resistance with a few planks or tiles and see how easy it is to scratch and how much scratches stand out. Also, because of the high vinyl content, the amount of water and salt coming through your concrete slab on or below grade is critical. If that is too high, you can get shrinking, curling, adhesive liquification and poor performance. Ask your dealer to conduct moisture tests to see if you need to waterproof the slab before installing LVT. Chemical abatement is also a problem. If the chemical leaches into the concrete and then is pushed out by water vapor. The mixture degrades the tile and the adhesive leading to a product failure. Always request Mechanical Abatement over chemical when installing LVT as the finished floor.

All things considered, the failures are very seldom, and the advantages are very high so making this the floor for your school is the right choice.



Pavement Resources

Asphalt & Concrete

13535 Johnson St.
Ham Lake, MN 55304
763-434-2828

www.pavementresources.com

Ventrac 4500 Tractor with snow blower & cab



Ventrac Snow Blowers are built for commercial snow clearing operations of sidewalks, driveways, and other areas. Available in width options of 48" and 52", these two stage snow blowers feature a 16" diameter solid auger for best snow transfer, a large 20" diameter fan, and the ability to launch snow at distances up to 40 feet.

Main: 1-800-362-3665

Parts: 888-537-2485

Res/com: 888-537-2488

Sales: 888-537-2484

Service: 888-537-2486



4830 Azelia Ave N Suite #100
Brooklyn Center, MN 55429
www.mtidistributing.com
www.mtidistributing.com/preowned

COVID-19 CORNER

New Info Added Daily to the COVID-19 Discussion Forum

The MASMS COVID-19 Discussion Forum is for members to share information during this time. Feel free to use this forum to share information or ask questions about COVID-19 applicable to members. Login at www.masms.org

•Select the "Covid-19 Discussion Forum" button on the left side of this window & share information.

Contact the MASMS office with questions (320) 685-4585 or ruth@masms.org

Conversations with other MASMS members on Covid19

To keep MASMS members connected and informed, we created a weekly virtual meeting for directors/supervisors to discuss current topics. We hold this meeting every Thursday at 9:00 AM. To participate please email the MASMS office at ruth@masms.org.



ENGINEERS AND ARCHITECTS
CREATING EFFECTIVE
BUILDING ENVELOPE
SOLUTIONS

- Facility Condition Assessments
- Multi-Year Maintenance Budgets
- Plans and Specifications
- Construction Administration & Observation
- Leakage Investigations/Infrared Surveys

Roofs

Walls & Windows

Pavements

Waterproofing



Inspec, Inc.

Minneapolis • Chicago • Milwaukee
minneapolisinfo@inspec.com • (763) 546-3434
<http://www.inspec.com>

Let's Open Our Schools...Safely.

In the throes of the COVID-19 pandemic, what we cannot see poses the greatest risk to our students, teachers, staff, and future.

That's why we've taken powerful medical-grade clean air technology, developed at the request of a leading healthcare organization, and evolved it to safeguard schools. Our patent-pending **ISO-Aire** filtration solution captures and destroys 99.99% of viruses, bacteria, mold, pollen, and other airborne contaminants through use of proven components, including **HEPA** (High-efficiency Particulate Air) filters, **UVC sterilization** and **ozone-free bipolar ionization**. Our team of professionals is here to help your school's community breathe easier.



**Featuring indoor air
filtration solutions at:**

- Legacy Christian Academy, Andover, MN (pictured)
- Green Meadows Schoolhouse, Lewis Center, OH
- Anoka-Hennepin School District
- Gustavus Adolphus College, St. Peter, MN
- Stetson University, DeLand, FL



The "Tool Box" for Educational Facility Management Professionals

Looking Towards the Future:

What We've Learned from 2020

By Katie Becker, AIA, LEED Green Associate

This past year has been a prime example of the theory that "the only constant in life is change."

We continue to face challenges as we battle the ongoing pandemic, and we have reached a point where we can begin to ask ourselves "What's next?" What comes next during the pandemic, and after this pandemic is over? This last year has caused all of us to closely examine everything we do, including how schools can best react to the challenges the pandemic has presented. Specifically, the big question is how do schools allow staff and students to safely return to, or remain in, the school buildings? Being able to answer this question with what works, and what does not work, is critical in understanding what might be next for districts, and what practices might outlive the current situation. To try to gain some insight into the answers to this question, we interviewed leaders at several school districts to get their thoughts.

While no one has a crystal ball to predict what will come next, districts have learned much over the last few months that can provide guidance moving forward. When it came to preparing to open this past fall, one thing we learned when talking to districts was the tremendous value in early planning with a broad spectrum of participants. James Nold of Sioux Falls Public Schools in South Dakota noted that "including a significant number of administrators, community members, teachers, parents and others to create our Return to Learn Plan" helped prepare their district for the fall start.

With schools approaching the one year date of distance learning, we also asked school leaders what they tried that worked and what didn't, and where there were "blind spots" in their planning. The first step for most districts to understand what was possible for the school year was looking at simulated capacity studies over the summer. These studies helped districts understand what they were able to do in certain spaces and informed their back-to-school plans. For many, the limited capacity of their classrooms with social distancing was a common challenge. This was particularly true for districts with older buildings, where rooms are generally smaller, and corridors are narrower.

The need to keep students and staff separated in the building extended beyond the classroom. Districts found that they needed to look at the flow of traffic in and around the building as well. This included everything from vehicle traffic for pick up and drop off to student traffic in the hallways. While dealing with this has been extremely challenging for districts during the pandemic, some of what they changed is likely to stick around after the pandemic. Avoiding bottleneck situations with single entrances into larger spaces, one-way traffic in hallways, and studying locker configurations have been critical elements of a safe school during this pandemic, and these adjustments have taught administrators valuable lessons that will continue after the pandemic.

Continued on Page 13



Securing your school
Door hardware solutions
for primary education...

Recognizing the need for lockdown

For more information please contact your
local Allegion office 952.674.4940

1000 Boone Ave. N.
Suite #340
Golden Valley, MN 55427

ALLEGION
© 2019 Allegion | 011345

Looking Towards the Future (Continued from Page 12)

When asked about ways their existing facilities have impacted their back-to-school plans Michelle Weber of West Fargo Public Schools in North Dakota noted that “locker bays are a huge hinderance. There is no way to social distance.” Locker bays and narrow halls make accommodating required distancing difficult. We’ve learned that less kids in these spaces creates a calmer environment and “reduces behavioural issues related to the “crazy” that occurs in tight spaces! This is a WIN-WIN for us in the office!” Now is the time to reimagine lockers and circulation.

A staggered release at the end of the day was a practice that many districts had avoided in the past. With the pandemic, they had no choice but to implement it in order to maintain social distancing between students. After trying it, many districts told us it is a practice that will remain even after the pandemic is over, as it reduced many of the issues they had with the large influx of students into the corridor at the end of the day. Anticipating that many of the sterile aspects of social distancing, sanitizing, and mask-wearing would make school feel “impersonal”, many districts found success by focusing on making the buildings as welcoming as possible. They did this in a variety of ways, such as including school colors in PPE and signage or reducing the clutter in the classroom. Even these small efforts helped the social and emotional response of students and staff. Pam Cronin of West Fargo Public Schools in North Dakota, noted that “balancing the physical health of all involved with the mental health of all stakeholders was the most difficult task.”

With a better understanding of their facilities, districts are now looking to see how they can be better prepared for future events. This includes creating a data base of space information across all district buildings, more education for principals and staff on how their buildings function, and opening up the means of communication between staff, administration, and facilities personnel. The pandemic has challenged districts to think about what will become new standards in future building projects; including things like bottle fillers on drinking fountains, paper towels vs hand dryers, and improved mechanical systems. With many districts looking at concerns surrounding indoor air quality and air flow. Scott Hogen, Facilities Director for Mankato Area Public Schools in Minnesota, explained that the energy management systems at some of their facilities were a great asset in addressing the issue for their district. The systems “made it easy to get building flushes going. It took about a week to reprogram the systems, so they now have a ‘quick button’ to do an immediate flush. On-site facility person can do that as well as main facilities can do it.”

So how can these experiences help districts prepare for the future? We believe future opportunities exist in overlaying the freedom and flexibility that distance-learning provides with the social and emotional benefits that collaboration and connectivity bring to in-person learning to identify where they overlap. This overlap is the “sweet spot” where we can take best advantage of both strategies to improve our virtual and physical learning spaces.

Continued on Page 14



LET US HELP YOU
KEEP YOUR BUILDINGS DRY AND SAFE

With a proven methodology that the industry’s most trusted experts use.

TREMCO
Roofing & Building Maintenance

Tremco Roofing and Building Maintenance will work with you to minimize leakage and extend the useful service life of your roofing assets.

We will help you develop a long term, proactive roof asset management plan built on accurate diagnostic data, budget planning tools and attentive project implementation of all tasks. And no surprises.

FOR HELP, CONTACT RYAN PALMER
507.402.6783 OR RPALMER@TREMCOINC.COM

The “Tool Box” for Educational Facility Management Professionals

Looking Towards the Future (Continued from Page 13)

It just so happens that this “sweet spot” coincides with the goals of NEXT Century Education, Critical Thinking, Communication, Collaboration, and Creativity. Buildings designed with NEXT Century Education in mind also happen to have been the ones to best support social distancing and safety during the pandemic. Steve Holen of McKenzie County Schools in North Dakota said that their “facilities have helped when open/flexible spaces are available to accommodate alternative plans and innovative efforts. The collaborative areas at the high school and Fox Hills Elementary have provided great value in a pandemic in which distancing and flexibility use is critical. The ability to have additional space and capacity has been vital to a school district our size to accommodate 5-day a week programming and limit contact tracing issues. Spaces such as the High School theatre and intervention rooms provided options that are not available in our other buildings.”

Buildings designed with NEXT Century learning environments allowed districts to create smaller but connected cohorts of learners within the school during this time. Like in other schools, classrooms necessarily have more limited capacity due to social distancing requirements, but because those classrooms were open to and visible from adjacent informal learning spaces, teachers were able to provide instruction and support to students who were in the classroom and in spaces adjacent to the classroom. Since the buildings were also rich with technology, these “not-so-distant” learners, as well as distance learners, could tap into the lessons being delivered in the classroom and receive the same instruction. This arrangement supported more students than the traditional corridors and classroom models could. These widened corridors within the learning communities also addressed a traffic flow concern that are seen in older buildings. Widened corridors designed to create informal learning spaces also allowed students and staff to observe social distancing and pass more safely. Districts have also seen the benefits of flexible furniture and a variety of spaces for staff and students to go during the day to work alone, collaborate or take a mask break.

“What is great now is we have permission to try things — there are no ‘errors’. This is leading to new and better ways to do things.” *Alicia Fischer, Principal, Apollo High School, St. Cloud, MN*

What else has worked that districts will continue doing after the pandemic? More flexible schedules for students and engaging in a more virtual way with parents and students. Districts across the board have seen an increase in parent participation in parent-teacher-student conferences when they were held online. The opportunity to “flip the classroom” has given teachers more time to help when students are in-person, separating bus and car traffic during pick up and drop off times, and providing materials and fabrics that can be easily sanitized are all successful strategies that districts see sticking around.

SoftStep®
Blow-In Mulch Installation
 Honest Service - Best Products - Enormous Value

Using conventional means, a 5-person crew can spread 8 cubic yards per hour.

With our blower truck service, we can blow 90 cubic yards per hour, including cleanup.

SYLVA
 Premium Quality Landscape Mulch

www.sylvacorp.com
 763-389-2748

IPEMA CERTIFIED
 ASTM F1292
 MANUFACTURERS ASSOCIATION

IPEMA CERTIFIED
 ASTM F2075
 MANUFACTURERS ASSOCIATION

There will likely be more innovations to come that will still be with us after the pandemic. Alicia Fischer, Principal at Apollo High School in St. Cloud, MN noted that despite what the year has presented their district “what is great now is we have permission to try things – there are no “errors.” This is leading to new and better ways to do things.” We’re in a spot now where we can position ourselves to not rely on reactive thinking but to be proactive and rethink what education and what the spaces we learn in can look like.

The world has changed, and we need to continue to change with it. What has worked for your district? What hasn’t? What will you keep doing even after the pandemic is behind us? I would love to hear your stories. Please email them or call me at Katie Becker: cbecker@jlgarchitects.com or 605.271.2990

MASMS is offering the CPS class this spring and summer. CPS is required to complete the MASMS Certification Program.

We are happy to offer two CPS Class Options this year.

1. In person class with MASMS Instructors on August 24 & 25, 2021, held in Minneapolis Minnesota. MASMS pays for the hotel and lunch for the two days. Class will be from 8AM to 4PM each day. We can have up to ten attendees.
2. Virtual class being held in March and April. This option will consist of eight 3 hour sessions. We can have unlimited attendees for these sessions.

Option #1:

Tuesday August 24th and Wednesday August 25th, 2021 | Radisson Hotel at 2200 Freeway Boulevard - Minneapolis, 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. Maureen Mullen, MASMS CPS Certified Instructor will be facilitating this class.

Option #2:

This instructor guided online review course will be offered through a virtual class platform; AFE trained instructors will host live classroom hours via video conferencing.

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.

Dates and Times:

Monday, March 29: 1 PM - 4 PM CST/
Tuesday, March 30: 1 PM - 4 PM CST
Monday, April 5: 1 PM - 4 PM CST /
Tuesday, April 6: 1 PM - 4 PM CST
Monday, April 12: 1 PM - 4 PM CST /
Tuesday, April 13: 1 PM - 4 PM CST
Monday, April 19: 1 PM - 4 PM CST /
Tuesday, April 20: 1 PM - 4 PM CST

The fee for this class (both options) is \$500.

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

Training Opportunities

MASMS realizes that opportunities over the past few months to receive credits for the MASMS certification program have been cancelled. You can find information for on-line courses to take on-line, and receive credit for the MASMS Certification program.

If you find any opportunities that are not listed on the web site, feel free to take advance of them.

Login at www.masms.org and select the "On Line Training Opportunities". If you choose to take any of the on-line classes (listed on this site or others that you find), **you must email the MASMS office to receive credit for the class.**

Contact the MASMS office with questions (320) 685-4585 or ruth@masms.org



Personalized Solutions, Personalized Service.

As the leading manufacturer of high-performance building envelope solutions, Garland has been providing innovative solutions for more than 120 years.

High-Performance Solutions:

- Low-Slope Roof Systems
- Metal Roof Systems
- Roof Restoration & Reflective Coatings
- Rainscreen Systems & Wall Solutions
- Vegetative & Sustainable Options
- Adhesives & Accessories

High-Quality Services:

- Trained Local Representatives
- Manufacturer & Engineering Support
- Roof & Building Exterior Inspections
- Budget Assistance
- Comprehensive Building Asset Management
- On-Demand Maintenance & Repair Tracking

The Garland Company, Inc.
800-321-9336 • www.garlandco.com
Troy Thompson • 612-991-4651
Brian Thompson • 612-710-0787
Brian Skoog • 612-810-4336




People Love Dirty Laundry

Why is it that people live for other people's dirty laundry? It baffles me that some love to watch a tragedy on repeat or feed off of another person's misfortunes. Is it our own fault as a society?

Whether it's an awful car accident at the top of the nightly news, or seeing something burn to the ground, tragedies seem to get the most attention. If you listen, even with half an ear, you'll often hear others seeking out more details or gossiping about someone else's failures rather than hyping up their successes and cheering them on.

As someone who advocates for encouraging and supporting others, sharing our stories for the better, and showing kindness to all, it breaks my heart when I hear others taking joy in someone else's pain. In order to overcome this, I believe each of us needs to take responsibility and start putting emphasis on checking ourselves when we go too far.

The next time you catch yourself gossiping about someone or something else ask yourself, "Why are we fueling this? What could we do to be helpful instead?" By working toward simple shifts in your thinking, such as asking yourself how you can help versus harm, you not only have the opportunity to bring positivity into your life but to the lives of those around you.

As I get older, I see more and more that what we focus on we find in our own lives. This week, I encourage you to be mindful of your conversations and to start asking yourself and others how you can help versus harm. Through practicing this disruption, you may be amazed by the positive shifts you'll see in your life!

Written by Anne Meehan

HIGH DUST REMOVAL



Difficult Access **SPECIALISTS**

We specialize in quality, environmentally safe
DUST REMOVAL
for large commercial projects.

Plus Window Cleaning and Hard Water Spot Removal!



Snake™ by Trimax

- 127" Mowing Width ■ Zero Turn
- QuickLift Without Disengaging PTO
- 3-Year Warranty

Schedule a Demo
We'll come to you!



JOHN DEERE



32980 Northfield Blvd | Northfield

507-645-4886

www.semaequip.com



YOUR ONE STOP SHOP FOR PLAYGROUND MAINTENANCE



ORDER ONLINE NOW

WWW.SAFETYFIRSTPLAYGROUND.COM | 320.493.1877



Nature'sPlus
PLAYGROUND SAFETY SURFACING



SafetyFirst
PLAYGROUND MAINTENANCE

MASMS EXECUTIVE BOARD

PRESIDENT | COLIN GREEN, WASECA SCHOOLS
PRESIDENT ELECT | CHRIS WIRZ, ST. FRANCIS SCHOOLS
VICE PRESIDENT | SETH PUTZ, LAKE OF THE WOODS
PAST PRESIDENT | JIM LEUER, ROCKFORD SCHOOLS
SECRETARY | KAIN SMITH, FARIBAULT SCHOOLS
TREASURER | KEVIN HILDEBRANDT, ISG
VENDOR DIRECTOR | MIKE REMINGTON, INSPEC
NORTHERN CHAPTER DIRECTOR OPEN
SOUTHERN CHAPTER DIRECTOR
 KEVIN JOHNSON, RED WING SCHOOLS, RETIRED
METRO CHAPTER DIRECTOR
 CHRIS WIRZ, ST. FRANCIS SCHOOLS
NW CHAPTER DIRECTOR
 SETH PUTZ, LAKE OF THE WOODS
WEST CHAPTER DIRECTOR
 WADE NIBBE, ALEXANDRIA SCHOOLS

UPCOMING MASMS EVENTS

03/09/21	MASMS Metro Zoom Meeting
03/17/21	MASMS Southern Zoom Meeting
03/18/21	MASMS No/NW/West Zoom Meeting
04/13/21	MASMS Metro Zoom Meeting
04/15/21	MASMS No/NW/West Zoom Meeting
04/21/21	MASMS Southern Zoom Meeting
05/11/21	State Meeting Virtual 10:00 AM
06/16/21	Custodial/Grounds/Maintenance Day Virtual
06/17/21	Custodial/Grounds/Maintenance Day Virtual
09/29/21	MASMS Scholarship Golf Event
09/30/21	MASMS Fall Conference and Expo
10/01/21	MASMS Fall Conference

**MIDWEST
GROUNDCOVER**
EXPRESS BLOWER SERVICE

**SPRING SALE
10% OFF**
NEW CUSTOMERS ONLY

**WE OPERATE
7 DAYS A WEEK**

BLOWN IN PLAYGROUND SURFACING
 IPEMA CERTIFIED ENGINEERED WOOD FIBER
 CONTACT JUSTIN (763) 274-9829
 MIDWESTGROUNDCOVER@GMAIL.COM

VOLUME DISCOUNTS AVAILABLE. PRICING INCLUDES WOOD FIBER, INSTALLATION & CLEAN UP

If you were unable to attend the MASMS State meeting on Tuesday 1/12/21, or attended and would like to review it again, here it is!

**Topic: Managing Your Stress in Times of Uncertainty
with Dr. Cindra Kamphoff
Meeting Recording:**

<https://zoom.us/rec/share/0ropxJoK4n8XiBP3hSZoEXJBhksxY6bDpxx8pSU6931G31Gv0JVSLuLk7UyHFfh.V4DMReauRHdkc59H>

Access Passcode: mindset#2021

**You can now connect with MASMS
on LinkedIn!**

[linkedin.com/company/masms](https://www.linkedin.com/company/masms)