



Minnesota Educational Facility Management Professionals

The Messenger

April 2020
Newsletter

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MASMS cancelled all events scheduled for April and May.

This decision comes based on the guidelines issued by the Governor, Department of Health and Centers for Disease Control (CDC). Chapter meetings and the state meeting scheduled to be held during April and May will NOT be rescheduled.

MASMS 2020 Custodial/Maintenance/Grounds Appreciation Days

Our way to say "THANK YOU"

Please Note: As of today, we are still planning to hold this event. Please register! We will hold payments (checks and credit card transactions) until after May 15th, when a final decision will be made.

Educational and Business Members are invited to participate in the 2020 MASMS Custodial, Maintenance & Grounds Day.

**Education | Networking | Vendor Expo | Door Prizes | Great Food | Fun
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Metro Area | Wednesday June 17, 2020 OR Thursday June 18, 2020

Hastings High School, 200 General Sieben Drive, Hastings, Minnesota
Same program is being offered two days. (Gives you the option to send 1/2 your staff each day!)

Northern, Northwest & West Central Area | Tuesday June 23, 2020

Hill City Schools, 500 Ione Avenue, Hill City, Minnesota

Southern Area | Thursday June 25, 2020

Prairie Winds Middle School, 1200 Prairie Winds Drive, Mankato, Minnesota

To Register : Click here [Registration Forms](#). Or go to www.masms.org; select "2020 Custodial Day Registration Forms" on the left hand side of the screen. You may select a download form to print; or a download Excel fill in file.



CONTACT US



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MESSAGE FROM
THE BOARD



Chris Wirz
State Vice President

"Coronavirus"... "COVID-19"... "Quarantine"... "Social-Distancing"... "Essential Employees"... one month ago all of these were words or phrases that we sometimes heard being used but they weren't affecting us much here in the Midwest. Since then, in that very short period of time, they have become all too common in our vocabulary and have great meaning with us all.

Our jobs running facilities are ones that are very well-organized, from school calendars being set a year in advance to knowing how we need to go about summer cleaning so everything is completed before the new year starts to laying out elaborate plans for construction projects that will use every bit of non-student time to complete. These things have all been drastically changed with the events happening in our world today. Most districts are feeding enormous amounts of students and are taking children of emergency workers into our school aged care programs.

Through it all, we have seen our amazing staffs jump in and do whatever is necessary to clean and disinfect our buildings to keep our staff and children that need to be in them as safe as possible. A huge THANK YOU needs to go out to all of you who have been a part of this and

please, when walking by those making meals, taking care of our emergency worker's children or whatever function they are performing during this time, thank them for what they are doing. It may seem like a small gesture but the tasks they are performing greatly impact the lives of our students and their families.

How has this affected our MASMS family? Due to group size limitations, we have had to cancel the April chapter meetings and the May state meeting that was scheduled to be held at the new Allianz Field in St. Paul. Rest assured, MASMS is still working behind the scenes during this shutdown trying to find alternative ways to offer the CEU's that members are missing out on due to the cancelled meetings and educational sessions. MASMS is also continuing to take registrations for the June Custodial/Maintenance/Grounds Appreciation Days. This event is still on the books and we are continuing to do what is needed as part of the planning process.

Take care of yourselves, social-distance, and wash, wash, wash your hands. We're looking forward to getting everyone back together soon.



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WELCOME NEW MASMS MEMBERS!

Educational Members

Leah Barbosa, Rochester Schools

Business Members

Alex Quast, IMEG Corporation

Kip Childers, Harvard Maintenance

Janet Robert, Remooble

Chad Peterson, Hillyard

Ann Martin, Mannington

Dan Schmidt, Service Restoration Inc.

Brady Hendricks, Virco Inc.

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Health & Safety Continued from Page 3

Know the facts to help reduce stress. Sharing the facts about COVID-19. Understanding the risk to yourself and people you care about can make an outbreak less stressful. When you share accurate information about COVID-19, you can help make people feel less stressed and make a connection with them. Make sure to review and reference accurate sites.

Here are a few reputable resource locations for information:

World Health Organization (WHO)

<https://www.who.int/emergencies/diseases/novel-coronavirus-2019>

Centers for Disease Control (CDC)

<https://www.cdc.gov/coronavirus/2019-ncov/index.html>

MN Dept of Health (MDH)

<https://www.health.state.mn.us/diseases/coronavirus/index.html>

John Hopkins

<https://coronavirus.jhu.edu/>

National Institutes of Health (NIH)

<https://www.nih.gov/health-information/coronavirus>

Take care of your mental health. Call your healthcare provider if stress gets in the way of your daily activities for several days in a row. People with preexisting mental health conditions should continue with their treatment and be aware of new or worsening symptoms. Additional information can be found at the Substance Abuse and Mental Health Services Administration (SAMHSA).

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On-line Training Opportunities

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

Login at www.masms.org and select the "On Line Training Opportunities" button on the left side of this window.

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



COVID-19 Discussion Forum

MASMS has added a COVID-19 Discussion Forum for members to use to share information during this time. Feel free to use this forum to share information or ask questions about COVID-19 applicable to MASMS members.

Login at www.masms.org

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

- Use this forum to share information on the COVID -19.

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

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MASMS Strong

As we are all navigating through new and challenging times, it is always amazing to see how we come together to support one another. There is something about the kindness and generosity of our neighbors that remind us why we do the work we do.

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MASMS is Accepting Nominations for the 2020-2021 State Vice President Position

Members of the MASMS Executive Board provide leadership, have a shared vision, a sense of mission and are responsible for the health and growth of MASMS. This position is a four (4) year commitment that rotates through the following positions:

Year One | Vice President Year Two | President Elect
Year Three | President Year Four | Past President

Nominees must be employed by a school district and be a current active MASMS educational member.

Considerations include:

- Commitment to MASMS
- Leadership Ability
- Appreciation for the Respective Roles on the Board
- Ability and Willingness to Serve (disclosed their intent to their employer to serve on the MASMS Executive Board as well as understand the time commitment necessary to fulfill this role).

Complete duties of each position within this commitment are outlined on the nomination form.

Vice President | Shall be responsible for planning the educational programs at the State professional growth seminars.

President Elect | Shall Chair the State Conference Committee; be an ex officio member of all standing and special committees.

The President | Shall be the Executive Officer of the State Association; preside over meetings of the State Association; prepare the agenda for the State business meetings; sign all necessary documents and other instruments of the Association authorized by the Executive Council.

Past President | Shall provide support and leadership as requested.

Note: All positions have the support of the Executive Administrator who helps secure locations, speakers, plans details of events and any other support requested and/or required.

Nomination and Election Timeline

- Nomination forms will be emailed to membership and posted on the MASMS website no later than June 1st of each year.
- Completed forms are due back to the MASMS office no later than August 15th of each year.
- Nominations will not be accepted at the Annual MASMS Conference.
- Ballots will be distributed at the Annual MASMS Conference.
- Voting will be completed at the annual business meeting at the Annual MASMS Conference.
- Job duties start at the close of the Annual MASMS Conference.

Nomination Process

To nominate yourself or another MASMS member please complete and follow the instructions on the nomination form.

[Click here for the nomination form](#); or go to www.masms.org and select membership information under "quick links".



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2020 Legislative Session

Managing through the Pandemic

The COVID-19 pandemic has hit every aspect of our lives. From work to school to worship, just getting groceries has become a health compromising ordeal. Without question, teachers, staff, administrators, and school board members, have worked tirelessly to meet the needs of our students by serving breakfast and lunch, providing childcare and building a new education platform called 'distance learning' in a matter of weeks. While the Governor hasn't officially extended distance learning beyond May 1, every indication seems to be that distance learning is the plan for the remaining weeks of the school year.

For its part, the Legislature appears to be interested in providing clarity that several education revenues already forecasted in the current fiscal year will continue to flow to school district budgets, even though schools won't generate these revenues due to distance learning. The aids in question are: special education transportation, career and technical education, inter-district desegregation aid and adult basic education aid. A major problem to securing these education revenues is that the state budget is in shambles. While we likely won't get a formal budget forecast until next December, Minnesota Management & Budget, has informed the legislature that a massive amount of projected revenue to the state will not materialize. At the same time, in a cruel irony, the demand on state services will skyrocket. However, we're hopeful that the Legislature will take action on these school revenues during a 'distance floor session' held on Tuesday, April 14th.

Presumptive qualification for Work Comp due to COVID-19:

On Tuesday, April 7 the Legislature passed a bill that would ensure first responders and health care workers who are infected with the coronavirus qualify for workers compensation without having to prove they were sickened on the job. The new rules will protect a wide range of emergency and health care workers, including police officers, firefighters, paramedics, emergency medical technicians, correctional officers, nurses, home health care workers, and people who provide child care for the kids of first responders and health care workers.

Other Policy Bills: Radon Testing, Unclaimed Drugs

After the distance floor session on April 14th it's unclear how often they will hold floor sessions. They still need to take action on a bonding bill to fund construction projects. MASMS has been involved in two education policy bills: radon testing and collection of unclaimed drugs. There are no promises or guarantees that they will take up legislation like this, but your lobbying team is staying engaged in this process as best as we can as long as they're open for business.

Federal Relief:

How we rebuild after the pandemic remains to be seen. We're anxiously awaiting further guidance and details regarding the Federal education relief coming through the Coronavirus Aid, Relief, and Economic Security (CARES) Act. Minnesota is slated to receive \$140 million in CARES funding and 90% of that must flow directly through to schools. The MN Department of Education is allowed to retain 10% of the funds. With the bulk of the federal funds based on previous Title I allocations, we know that there will be wide variations in the distribution of aid among school districts, with many districts receiving very little assistance. Another pot of revenue, the "Governor's Emergency Education" funding that passed through Congress will result in \$40 million coming to Minnesota. It's possible that the federal funds could be used to supplement existing state aid that goes to schools, so the federal money could end up being a wash.

We have more answers than questions, but your legislative team remains active and doing their best to practice "distance advocacy." Thank you for the work that you do. Better days are ahead of us.

Sincerely, Sam Walseth, Rob Vanasek and Britta Torkelson | Capitol Hill Associates Lobbying Team



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Vendor Corner



*Mike Remington, Inspec
MASMS Vendor Rep*

Dirty Dishes Create Miracle Drug

With the current virus concerns going on, I found an article in a recent Reader's Digest interesting and wanted to share some of the information:

In 1928 a Scottish doctor named Alexander Fleming went on vacation and accidentally left some dirty petri dishes in the sink that were covered with staphylococcus, a very dangerous bacteria. Weeks later when he returned, he noticed one of the petri dishes had some mold growing on it and the bacteria was everywhere but where that spot of mold was. He discovered that the mold, a rare form of *Penicillium notatum*, had secreted a juice that killed several strands of deadly bacteria. The doctor published his findings about this interesting mold, but no one seemed to pay attention. It wasn't until 1941 that two different doctors explored using this mold juice to fight bacterial infections. It is now estimated that penicillin has saved between 80 million and 200 million lives and is still saving lives today!

CPS Class Scheduled for July 15th & 16th, 2020 in St. Cloud MN

The CPS certification is part of the requirements for the MASMS Certification Program.

We have 15 openings available for this class. The AFE fee for this training and examination is \$500. MASMS covers the cost of hotel rooms and lunches. This class is a review of the study materials, and is not meant to be complete instruction. You must spend the necessary time studying the materials prior to the class.

How to register: Email the MASMS office that you will be applying for this class (ruth@masms.org) and you will be emailed the application. Fill out the application and send it back with the \$500 check (or credit card info) to the MASMS office (give yourself at least 5 weeks of study time).



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MASMS Scholarship Applications are Now Being Accepted

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 2020 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. If you have any questions, please email Scott Clemente at: scott@servpro10278.com. You will receive an email confirmation once you submit your application.

Complete the application form and submit your essay by April 15, 2020. Go to www.masms.org and select “2020 Student Scholarship” to submit your information or click on this link: <https://forms.gle/SfPD3D2yMp9Sgm6Z7>

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

All information will be reviewed by the MASMS scholarship Selection Committee. Awards will be announced by letter in early May 2020. Checks will be issued after proof of enrollment has been 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.

Please note: You must be a registered member of MASMS; grandchildren are NOT eligible.

Excel Notes!

Sum, count, and average without using any mathematical formula

If you want to know some basic things like *sum* of the elements of some cells, its *average* and *count*, you don't necessarily have to use any mathematical formula for that. Excel has this feature where if you only select the cells, it will display the results at the bottom of the Excel window. By right-clicking on the status bar you can also enable some other mathematical sorts like *minimum*, *maximum* and *numerical count*.

The screenshot shows an Excel spreadsheet with a range of cells selected (C4:F7). The status bar at the bottom displays the following statistics: AVERAGE: 342.62375, COUNT: 16, SUM: 5481.98. The status bar also includes icons for gridlines, autofill, and other options.

C	D	E	F	G	H	I	J
116.54	241.54	215.21	334.12				
217	948	751.64	565.11				
33.1	41.3	41.9	32.12				
145.12	651.27	651.87	496.14				

Sheet1

LOCK AVERAGE: 342.62375 COUNT: 16 SUM: 5481.98

New this year at the MASMS Conference

The MASMS Conference is scheduled for October 1st & 2nd, 2020 in St. Cloud Minnesota.

This year will be utilizing a Conference App!

From your smart phone you will be able to:

- Check Schedules and Agendas
- Find Exhibitor Information & Booth Locations
- Review Educational Session Information
- Review Speaker Information
- Complete Evaluations
- Exchange Information



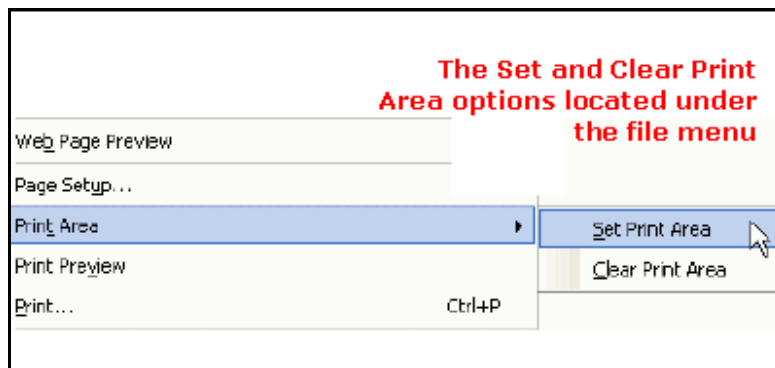
Information on how to download the app will be out in July. At that time you can start reviewing the educational sessions and start planning on which ones you plan to attend at the conference!

Excel Notes!

Customize the print area

Unlike printing a document, getting hard-copy of spreadsheet files is little thorny. Going with the default settings, you will almost every time get your tables out of the sheet.

One smart thing to do is using the *Page Break Preview* to check how your tables are going to be printed. If you want to have a say on precisely which cells should get inky, you can drag to include or exclude cells, this way you can include just the cells which you want to get printed.



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Building a New Ball Field? Be Your Own Advocate.

Submitted By: Joe Churchill, Reinders, Inc.

With the proliferation of approved bond referendums fueling the charge, many public school districts are renovating tired ball fields or building new ones. Most often, this work is part of a large-scale project that includes adding new classrooms, art centers and auditoriums, updating HVAC systems, improving existing structures, etc. After reviewing countless vague or ill-written grassing specs penned by architects, engineering firms and other specifiers, I feel it's time to offer some guidance. I don't claim to be a "big picture" expert on writing specifications related to the construction of new ball fields, but over many years, I've seen multiple missteps in the process that need to be addressed.

Most times, architects & engineering firms focus most of their attention on the "brick & mortar" pieces of the project. They do it well and they'll be the first to acknowledge that this is where their focus is. They have professional resources that help keep their specs updated and current when it comes to building materials, electronics, security systems, lighting and other major components. I'm talking about the internal workings or mechanics *inside* the walls.

When it comes to understanding the fundamentals of building a new ball field, my experience has been specifiers focus more on master planning and less on the details associated with grassing the field. Offering specifics that detail proper turfgrass selection, establishment & grow-in protocol appears to be something beyond their capacity or comfort level.

They rely on sources that oftentimes are not well versed in offering detailed specifications that are thorough and, well..... specific! They may also be acting on their own best interest rather than those important to the specifier and, more importantly, the client. This isn't meant to be a rap on the folks providing the info used to write the specs inasmuch as it's calling out the need to provide agro-nomically-sound and updated info to these specifiers in order to pull them into the 21st Century. Making sure turf varieties best suited for natural sports turf use and ensuring rapid establishment to fit the school district's aggressive timetable usually get overlooked.

Continued on Page 12



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Building a New Ball Field? Be Your Own Advocate. (Continued from page 11)

Many architects will partner with engineering firms that have a basic understanding of how a natural sports turf differs from general campus grounds or a home lawn. Yet, like the architects, these engineering firms specializing in ball field planning and construction oftentimes aren't up-to-date on current construction techniques, seed genetics and grow-in practices. They are "master planners" who have a limited understanding of how to grow grass.

If you're an architect, engineering firm or other specifier:

Enlist the services of a local third party, or at the very least, a responsible source who will help you navigate through field preparation, turfgrass species/variety selection and grow-in procedures *keeping the client's best interests in mind*.

Major turf seed companies are excellent resources and are infinitely wise and willing to help you select seed cultivars that are suited for use on ball fields. Who is better equipped to provide this info than the plant breeder who developed the varieties or the research scientist who has spent months and years evaluating them? If your seed specs are more than 10 years old, you're potentially using old genetics that fall short in terms of performance, color, density, speed of recovery and/or pest resistance. And not all varieties within a species are alike. Don't make the mistake of selecting varieties that are not intended for use on high-traffic, intensely used surfaces. You don't know what you don't know!

Consider using the A-LIST (www.a-listturf.org) to select turf seed varieties that fit your BMP's. The Alliance for Low-Input Sustainable Turf is a nonprofit consortium of 5 major turf seed companies and 8 major universities with turfgrass breeding or evaluation programs that work collaboratively to support the professional turf industry. Using the A-LIST will help keep your seed specifications genetically current, agronomically-sound and environmentally responsible.

Resist the temptation to fall back on suspect grassing references you have used in the past. State Departments of Transportation are not a good resource, unless you're seeding roadways, native areas or simply looking for ground cover and erosion control at the expense of performance and safety.

Be mindful of specifying species/varieties and recommended seeding rates in the "spirit" of reducing project costs. Most often, the cost of grass seed and grow-in fertilizer are a mere fraction of the project's total cost. Don't be pennywise and pound foolish.

Referencing fertilizer, don't overlook this important specification component. All too often, the type and analysis of a "starter" or "grow-in" fertilizer is discounted. Most architects and other specifiers are ill-equipped to make proper grow-in fertility recommendations, so they gloss over it. They may insert language like "fertilizer and application rates recommended by the seed supplier" into the written specs. You may be making a big mistake by assuming the seed supplier knows anything about fertilizers and growing grass. Think about it.

Continued on Page 13



BUILDING STRONG CONNECTIONS

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Building a New Ball Field? Be Your Own Advocate. (Continued from page 12)

If you're the client:

- Do you own homework. Don't assume the architect, engineering firm or third-party contributor know anything about the fine points of turfgrass selection, establishment and long-term ball field maintenance! Talk to other sport turf managers with in your area who have recently undergone a similar project. Learn from their mistakes or oversights. Ask them to share a couple of successes and to share what things they would have done differently. Avoid pitfalls by learning from your peers.
- Be involved from the very beginning of the design stage. Ask questions, utilize professional resources such as the Sports Turf Managers Association (www.STMA.org) and local chapters, local academicians, trusted suppliers and peers to provide information so you know what questions to ask and what red flags to look for during the design, specification and construction stages. Rely on fellow professionals who have experienced the work that you're about to. They can prep you on project details that are so often overlooked or missed.
- Once the project has begun, make every effort to monitor progress regularly. Be involved. Make your own daily inspections, keep asking questions, keep contractors focused and make sure the job is done according to the specifications you and the architect have so carefully written. This is your most important job from the day rough drawn plans are sketched to the day you paint the first lines.
- Have discussions about the project completion date and when the fields are expected to be ready for play. It is not uncommon for new field establishment to be rushed and opened for play before the turf is "playable". Premature use of fields can cause irreparable damage in less than a month of use. It is one of the biggest reasons new ball fields fail.

Remember, you are the person left with the responsibility to maintain these new fields to the high standard you and your administration have established. Improper spec-writing, construction, grow-in and oversight as well as unrealistic project completion dates will create ongoing issues *for you* long after the architect, engineer, general contractor and seeding/grow-in contractor are gone.



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UPCOMING MASMS EVENTS

6/17/20	MASMS Metro Custodial Days
6/18/20	MASMS Metro Custodial Days
6/23/20	MASMS No/NW/West Custodial Day
6/25/20	MASMS Southern Custodial Day
9/30/20	MASMS Fall Scholarship Golf Event
10/1/20	MASMS Fall Conference
10/2/20	MASMS Fall Conference
10/21/20	MASMS Southern Chapter Meeting
10/28/20	MASMS Northwest Chapter Meeting
11/10/20	MASMS Metro Chapter Meeting
11/18/20	MASMS West Chapter Meeting
11/19/20	MASMS Northern Chapter Meeting
12/8/20	MASMS Metro Chapter Meeting
12/16/20	MASMS Southern Chapter Meeting
12/17/20	MASMS Northern Chapter Meeting
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Assertive or Aggressive Communication

Two common communication styles are “aggressive” and “assertive.” Although they may appear similar at first glance, the differences in both the approach and the results of these two styles are dramatic.

Aggressive vs. Assertive

Though generally aimed at influencing the behavior of another person, assertive communication is very different from aggressive communication:

Aggressive Communication

- Denies the rights of others
- Insults
- Wins at all costs
- Is emotionally charged
- Lacks consideration and empathy for others
- Damages others' self-esteem

Assertive Communication

- Does not use inappropriate anger or emotion
- Does not try to hurt others
- Is honest, fair, and direct
- Allows others to save face
- Expresses emotion using eye contact and positive body language
- Practices good listening behaviors

The differences between these two communication styles are significant, and the outcomes of each are markedly different. Practicing assertiveness enables one's leadership to become more natural, positive, and effective.

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