



All MASMS Members Come Together 3 Times a Year

January State Meeting | May State Meeting | Fall Conference

State meetings are one day events with special speakers.

Our next state meeting is January 14, 2020

Radisson, 2200 Freeway Blvd, Minneapolis, Minnesota

**Mark Your Calendar ~ Details will arrive in your email box soon!
See Page 4 for the schedule.**

JANUARY STATE MEETING

Why attend your MASMS Monthly Chapter Meetings?

You may attend a meeting and meet a person or learn a skill that may change your life in a positive way. You may attend a meeting and on the way home you will ask yourself if it was worthwhile to be there.

- MASMS meetings provide the potential to meet new people and learn new things, however the real value of MASMS is larger in scope. Being active in MASMS for a length of time has many advantages including the following:
- Talking to others in your profession helps keep you current on trends, products, services, and technologies.
- Listening to multiple speakers greatly enhances your knowledge of your profession.
- Seeing the same people each month allows you to develop strong relationships.
- You may hear about potential job opportunities.
- Getting involved in MASMS meetings allows you to practice leadership among your peers by heading up an event or chairing a committee. This can enhance your professional status and also allows you to give back to MASMS, This is good for you and for MASMS.
- Having developed long-term professional contacts, you can call them for advice if you have a technical question or are trying to learn something new.

Over the years, being a MASMS member you will meet great people, many of which may become good friends and will learn an enormous amount about the industry as a whole.

Take the time to attend your MASMS Monthly Meetings.

You may be amazed at the benefits!

The true value of MASMS is attending MASMS events many times, for months or years.

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MESSAGE FROM THE BOARD



Jim Leuer
MASMS State President

Many things are taking place right now with the start of school and also starting a new year for MASMS. I'm very excited to start the MASMS year off as President of this great organization that many people have invested time and volunteering.

I would like to continue the goals and recognize the changes needed for MASMS to keep the organization thriving for members and vendors interested to attend MASMS events year after year. I would like to reach out to everyone that would like to give input on how we can do things better, or if things are going great, from the monthly meetings to the fall conference. Please reach out to me if you feel we need to look at changing things and this input will be anonymous to the executive board, we can't make changes if I don't hear from you. leu-eri@rockford.k12.mn.us.

If you were present during my speech at the conference you heard me talk about some goals I would like to achieve, I'm asking for members to step up and play a role in MASMS.

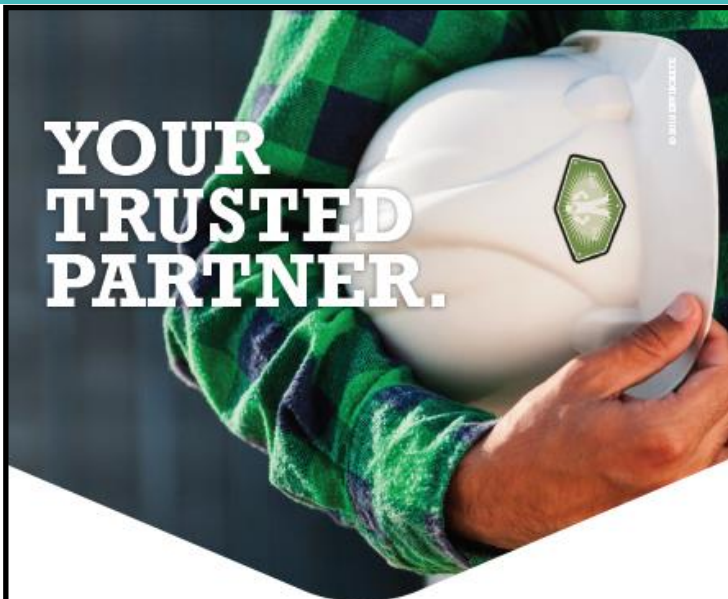
Facilities is the busiest department in any school district because this department operates on a timeframe of 24/7/365, which most other departments and community members don't realize this is part of our role. Take the time to advertise this to the people that should know, invite school board members for a tour behind the scenes operations, boiler rooms, pumps, miles of water lines and electrical lines, use your social media to show people that schools just don't operate when teachers and students are present they operate around the clock.

I sure hope we don't have as much moisture this winter as we did this summer, if so the facilities department will be very busy throughout the winter. Many different forecasts state we are in for a cold winter with many inches of snow, but according to my father (old farmer), if we have a wet summer we will have a dry winter. I think his predictions are as close as the farmer's almanac (LOL).

My last input as President of MASMS would be to make sure you take care of yourself. Nobody else knows their bodies better than you and if you're not getting rest like you should you're not doing your body any good. Remember your family comes before work, especially if you have young children they grow very fast and there's no do over so find time for your family. Lead as a leader not a robot, we all are human, we get sick, we have family issues, we have family members get sick, remember that your co-workers have the same things going on in their lives so treat them no different.

One last thing I ask to everyone that gets this newsletter, post it in your schools facilities lunch rooms, staff lounges, let people know what MASMS is doing to promote our schools and educate our leaders and members. Jim Leuer, MASMS President

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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.

Does your workplace lack a safety and health program?

If you're looking to create one, OSHA offers 10 tips to get you going.

- 1) Make safety and health a core value. Ensure workers know that having them go home safely each night is most important. Let them know their health is a top concern, and make it clear that any hazards will be taken seriously and addressed.
- 2) Show workers your organization cares about safety by making safety part of daily interactions with employees.
- 3) Create a well-communicated, simple reporting system workers can use to report injuries, illnesses or incidents, such as near misses. Workers need to know that they won't be retaliated against, so include an option to make the process anonymous.
- 4) Educate workers on identifying and controlling potential hazards.
- 5) Regularly conduct inspections with workers, and ask them to help identify issues that concern safety.
- 6) Make workers part of the safety process by asking them for hazard control ideas. "Provide them time during work hours, if necessary, to research solutions," OSHA advises.
- 7) Have workers choose, implement and evaluate hazard control solutions.
- 8) Determine foreseeable emergency situations that may arise, and have a plan in place on how to handle them. Display procedure signs in visible areas of the workplace.
- 9) Before making significant changes, consult with employees about potential safety and health issues.
- 10) Always aim for improvement. "Set aside a regular time to discuss safety and health issues, with the goal of identifying ways to improve the program," OSHA recommends.

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discontent in the way other companies have decided to
execute their roles within the industry.



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State Meeting Education Schedule January 14, 2020

- 8:00 Registration
- 9:00 Pick one of the following sessions:
1. Vaping in School | Elizabeth Heimer, American Lung Association
 2. Efficient Practices | Brian Boelter, BLB Consulting
- 10:00 Break
- 10:15 Pick one of the following sessions:
1. IAQ & Vaping | Dan Tranter, MDH
 2. Construction Defects | Ross Hussey, Smith, Jaden, Johnson PLLC
- 11:15 Lunch & Business Meeting
- Noon Keynote | Beyond Grit | Cindra Kamphoff



NEW EDUCATIONAL MEMBERS

Wes Vohnoutka
Prior Lake Schools

NEW BUSINESS MEMBERS

David "Lester" Leslie
Portico System Commercial Flooring

Doug Loeffler, Loeffler Construction & Consulting

Tim Johnson, Hillyard

Donnie Rooney, Alpha Wireless Communications



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Exterior Walls and Windows

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as you celebrate 40 years of serving the K-12 Educational Facilities in the State of Minnesota and for allowing Inspec the opportunity to work with over 260 school districts.



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Looking for a Mentor? Options Include:

- Meet once a month with your MASMS Mentor
- Phone contact only—Contact only when issues arise or when you need advice.

Contact the MASMS office at ruth@masms.org if you would like to find a mentor!



*Mike Remington, Inspec
MASMS Vendor Rep*

Lessons to Learn from Henry Ford

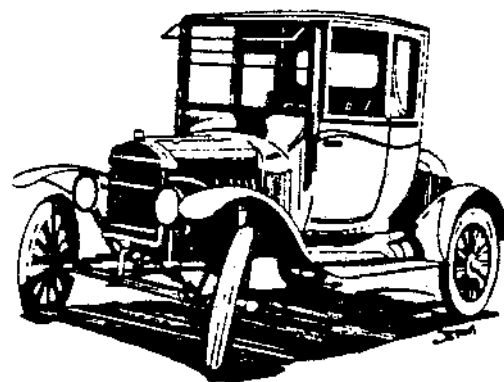
I came across a couple of quotes from Henry Ford recently that I found interesting:

We hear all the time how important it is to listen to our customers to find out what they really want. Henry Ford once said: "If I had simply asked people what they wanted, they would have asked me for faster horses!" Ford focused on trying to provide solutions to problems his customers didn't even realize they had. Innovation and "thinking outside the box" are critical for a business to succeed.

Ford also said: "It has been my observation that most people get ahead during the time that others waste." Efficiency is crucial to making a company profitable.

In today's world the term "assembly line" can have a negative connotation but many people don't realize that Ford prided himself on treating his employees fairly and doing what he could to retain them.

When Ford implemented his first assembly line at his plant in Michigan he was able to double the production of Model T's without hiring any new labor, and this increase in efficiency allowed him to lower the price of a Model T from \$800 to \$350 and at the same time increase his worker's wages from \$2.34 to \$5.00 a day!



It is a rapidly changing world no doubt, but some important business ideas and successful methods still work today!

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What Are the Benefits of Employee Engagement?

Just because an employee works eight hours a day doesn't necessarily mean that they are productive the entire time. According to a survey conducted by Gallup, only 31 percent of U.S. employees are actively engaged at work. When employees aren't engaged, they'll work slower and less efficiently, resulting in lower productivity levels. So, what steps can you take to keep your employees happy and motivated?

Encourage Creativity

Forcing employees to follow a scripted routine for every task to which they are assigned will only lead to lower rates of engagement. You can still assign duties to employees, but you should encourage individual creativity.

Seek Feedback From Employees

Employees are often reluctant to approach their employer or manager when they have a problem. Instead, they hold it back and continue working as usual. Seek feedback from employees. Talk to your employees and ask them for honest feedback regarding their job.

Promote a Positive Culture

Negativity can quickly spread throughout your workplace, hurting employee satisfaction, motivation and overall morale. Therefore, you should promote a positive work culture. When someone makes a mistake, maintain a positive attitude while explaining the mistake and how it can be prevented. You can also promote a positive work culture by creating a fun working environment.

CONTINUED ON PAGE 7

Milliken modular carpet is a moisture mitigation solution all by itself.

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Milliken

Karen Lee Virnig
Milliken & Company
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What Are the Benefits of Employee Engagement?

(Continued from Page 6)

Keep Workers Busy

When employees are busy, they'll feel valued and appreciated. Eliminate downtime by ensuring that all employees have something to do throughout their entire shift.

Encourage Collaboration

Don't underestimate the importance of collaboration in the workplace. By sharing their thoughts as a team, employees will work more fluidly.

Employee Recognition

Employee recognition and satisfaction go hand in hand. When employees aren't recognized for their hard work, they won't have the drive to excel at their jobs. You should make employee recognition a core element of your culture.

Reward Hardworking Employees

If an employee goes above and beyond the call of duty, they should be rewarded with some type of incentive.



Liz Heimer from the American Lung Association spoke at the MASMS Southern Chapter meeting in October. She provided an e-cigarette presentation. If anyone is interested in educating their staff, you may email her at Liz.Heimer@Lung.org and she will refer you to the right person.

Below are some links she provided. Feel free to share these with your school staff.

[MDH School E-cigarette Toolkit](#) – Sample curriculums, lesson plans, school policies, free posters, waste disposal, factsheets, etc.

[American Lung Association Factsheets](#) – Factsheet pdfs are at the bottom of the page.

[INDEPTH Alternative Suspension Program](#) - Instead of solely focusing on punitive measures, INDEPTH is an interactive program that teaches students about nicotine dependence, establishing healthy alternatives and how to kick the unhealthy addiction that got them in trouble in the first place.

[The Vape Talk](#) – A conversation guide that includes the dangers, lingo and warning signs for youth e-cigarette use.

[Don't Blow It: Anti-Vaping Campaign](#). – Site includes a video to show to youth and a teacher toolkit.



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 Caitlin Ackerman | Parent ~ Mark Ackerman, Anoka Hennepin Schools
 Riley Anderson | Parent ~ Dan Anderson, U of M, Facilities Management
 Cole Beevers | Parent ~ Troy Miller, LHB
 Cameron Boelter | Parent ~ Brian Boelter, BLB Consulting
 Cole Boelter | Parent ~ Brian Boelter, BLB Consulting
 Ashlyn Bradford | Parent ~ Justin Bradford, Prior Lake - Savage Schools
 Rachel Cleveland | Parent ~ Joel Cleveland, Mulcahy Company
 Claudia Comstock | Parent ~ Mike Comstock, Mulcahy Company
 Taylor Hagen | Parent ~ David Hagen, Triton Public Schools
 Jenna Hahn | Parent ~ Paul Hahn, Hillyard
 Aubrey Hamilton | Parent ~ Eric Hamilton, Edina Schools
 Ty Heckenlaible | Parent ~ Dale Heckenlaible, Osseo Schools
 Jacob Holum | Parent ~ Eric Holum, Grand Forks Public Schools
 Kailey Johnson | Parent ~ Mike Johnson, Innovational Concepts INC.
 Nicholas Jordan | Parent ~ David Jordan, Architectural Resources Inc
 Seth Miller | Parent ~ Dan Miller, Farmington Area Schools
 Ellie Miller | Parent ~ Troy W. Miller, LHB, Inc.
 Shelby Mohr | Parent ~ Brian Mohr, Hutchinson Schools
 Mason Nibbe | Parent ~ Wade Nibbe, Alexandria Schools
 Logan Remington | Parent ~ Michael Remington, Inspec Inc.
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 Emma Sirjord | Parent ~ Stewart Sirjord, Nexus Solutions
 Michael Spooner | Parent ~ David Spooner, Duluth Schools
 Hailee Stock | Parent ~ Mike Stock, Rochester Public Schools
 Brynn Thompson | Parent ~ Beth Thompson, CFS Flooring
 Alexandra Wilson | Parent ~ James Wilson, Wendel

CPS Class
January 29th & 30th, 2020

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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UPCOMING MASMS EVENTS

11/21/19	Northern Chapter Meeting
11/20/19	West Central Meeting
12/10/19	Metro Chapter Meeting
12/18/19	Southern Chapter Meeting
12/18/19	Northwest Chapter Meeting
12/19/19	Northern Chapter Meeting
1/14/20	State Meeting
1/15/20	West Chapter Meeting
1/16/20	Northern Chapter Meeting
2/11/20	Metro Chapter Meeting
2/19/20	Southern Chapter Meeting
2/20/20	Northern Chapter Meeting
2/26/20	Northwest Chapter Meeting
3/10/20	Metro Chapter Meeting
3/18/20	West Chapter Meeting
3/19/20	Northern Chapter Meeting
4/14/20	Metro Chapter Meeting
4/15/20	Southern Chapter Meeting
4/16/20	Northern Chapter Meeting
4/22/20	Northwest Chapter Meeting
5/6/20	West Chapter Meeting
5/12/20	State Meeting
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

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**Listen at least as much
as you talk...**

*"I only wish I could find an
institute that teaches
people how to listen.
People need to listen at
least as much as they need
to talk. Too many people
fail to realize that real
communication goes in
both directions."*

— Lee Iacocca, former
president and CEO,
Chrysler Corporation

Employment Opportunities: Check it out at www.masms.org
New postings weekly.

The "Tool Box" for Educational Facility Management Professionals