



# Minnesota Educational Facility Management Professionals

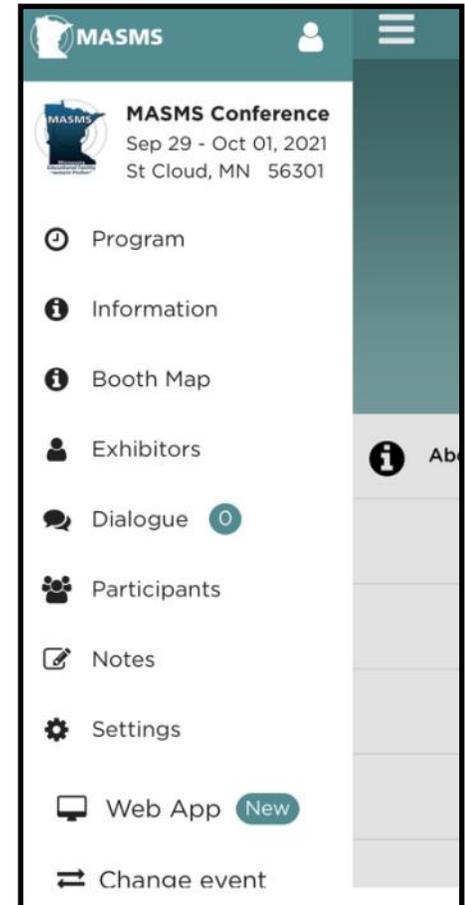
# The Messenger

**New for the MASMS Conference | We are utilizing a Conference App!**

## INSTALL THIS NOW AND CHECK OUT THE EDUCATIONAL SESSIONS

From your smart phone you can:

- Select the PROGRAM—that is where the entire conference program is laid out, with speakers, bio’s, meal times, etc.
- Select INFORMATION for the speaker bios.
- Looking for a specific vendor booth? Just select BOOTH MAP
- Who is at the expo and what booth are they at? Select EXHIBITORS
- Send a message to an attendee with the DIALOGUE feature.
- Who’s at the conference (if they installed the app). Select PARTICIPANTS.
- NOTES allows you to keep personal notes throughout the event!



### INSTALL INSTRUCTIONS

You only need to do this ONCE. After that you’ll go directly to the conference.

In your App Store search for “Meet App Go” and Install it.

1. Open the app “MeetApp”
2. Say “yes” to “allow notifications”
3. Enter the access code “masms9”  
Hit the search button
4. Enter your first and last name.
5. Check to accept privacy policy.  
Hit the next button
6. Select the MASMS Conference  
Select Join

### CUSTOMIZE THE APP USING “My Program”

**STEP 1:** Open the app and select Program. You will see stars to the left of the program items.

**STEP 2:** Go through the program and select the star next to the program items you plan to attend. Starring program items creates your own personalized program in the “My Program” section of the app.

**Install this Now!**



Don't let a great learning opportunity fall like the leaves— if you have not signed up yet for the MASMS conference, there is still time to do so!

Contact the MASMS office to register!

**Check out the orange notes throughout the newsletter for Conference Highlights!**

### CONTACT US



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ruth@masms.org



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## MESSAGE FROM THE BOARD



*Colin Green*  
*President Elect*

Dear MASMS Members,

My term as President is nearly over and I am filled with energy and gratitude for having taken on this responsibility. There were so many new challenges for this role that I did not expect, but not once have I regretted taking it on because of the connections I have made, things I have learned and wonderful people I otherwise might not have gotten to know. You have my sincerest gratitude for being able to serve you in this capacity.

At our Conference I will pass the responsibility to the next person we wisely chose to lead our organization, Vice President, Chris Wirz, of St Francis Schools. I cannot think of a more qualified person to take the helm for us; especially in these times when things are so difficult with demands changing at the stroke of a pen. We all know that facility management will always be the most difficult when you go it alone. MASMS exists so we that don't have to go it alone. Which is why I'm happy to have Chris transition into the role of President at our Conference. His tireless efforts to bring MASMS members together so they don't ever have to go it alone personifies what MASMS is here for.

I know that any success I enjoy in my work has been the direct result of Chris' and other MASMS members willingly engaging and contributing towards increasing my knowledge and ability. I know Chris will continue to fulfill the purpose of MASMS every President and every member takes on; to will foster and grow what we declare MASMS to be, "a member oriented, problem solving, professional growth association designed for educational facilities management professional".

As I finish my term the most important request I have of our members is to continue and magnify your engagement in MASMS; on our committee's; our chapters and amongst each other. Perhaps our most immediate challenge ahead as an organization is accomplishing that at our Fall conference, but I have faith in our professional community that it can be done.

My sincerest gratitude,

Colin Green



**KEYNOTE SPAKER**  
**Thursday September 30th**  
**8AM**  
**Mark J. Lindquist**  
**"Your Passion!"**

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# Vendor Corner

## Importance of Showing Initiative



Mike Remington, Inspec  
MASMS Vendor Rep

I was talking the other day with a supervisor about some of his employees. We talked about one person that didn't seem to show enough initiative at times, and talked about another employee that consistently showed initiative, and how important initiative was to people's (and the firm's) success.

Many of you (in my age bracket at least) remember the classic "Who's on First?" comedy routine that Abbott and Costello were famous for. I found this short story about showing initiative that reminded me a little bit of that old routine and also paints a pretty clear picture of showing initiative:

There were four workers called Everybody, Somebody, Anybody, and Nobody and there was a very important job to be done. Everybody was sure that Somebody would do it. Anybody could have done it. Nobody did it. Somebody got angry because it was Everybody's job to do. Everybody thought Anybody could do it, but Nobody realized that Everybody wouldn't do it. It ended up that Everybody blamed Somebody when Nobody did what

Anybody could have done. Confusing story but it likely sounds all too familiar to many of you (just another day at the office!).

Showing initiative has become increasingly important in today's workplace; organizations want employees that can think on their feet and take action without waiting for someone to tell them what the next step to take is every time. So what is "initiative"? One definition is "Behavior characterized by its self-starting nature, its proactive approach, and by being persistent in overcoming difficulties that arise in pursuit of a goal." I like Victor Hugo's definition better: "Initiative is doing the right thing without being told." When you show initiative, you do things without being told, you find out what you need to know and do to complete the task, you keep going even when the going gets tough, you identify and take advantage of opportunities – basically you act instead of react.

Taking initiative can be tricky for many reasons: you need to overcome fear of failure (if your idea doesn't work out), you need to overcome the fear of speaking up (asking the right questions or raising opportunities for improvement tactfully), and there is a fine line between showing initiative and "wasting time on something I didn't ask you to do".

As Mary Kay Ash, a successful business woman, was quoted as saying: "There are three types of people in this world: those who make things happen, those who watch things happen, and those who wonder what happened." Which one of those three types of people do you want to strive to be?



**KEYNOTE SPEAKER**  
Friday October 1st  
8AM  
Holly Hoffman  
"Your Winner Within!"

**LOOKING FOR JOB DESCRIPTIONS:  
LOOKING FOR INTERVIEW QUESTIONS?  
LOOK NO MORE !**

Go to [www.masms.org](http://www.masms.org)  
Select "Resources" Under "Quicklinks"  
Select "Job Descriptions & Interview Questions"

We are always looking for more job descriptions and interview questions. If you would like to share, please contact the MASMS office!

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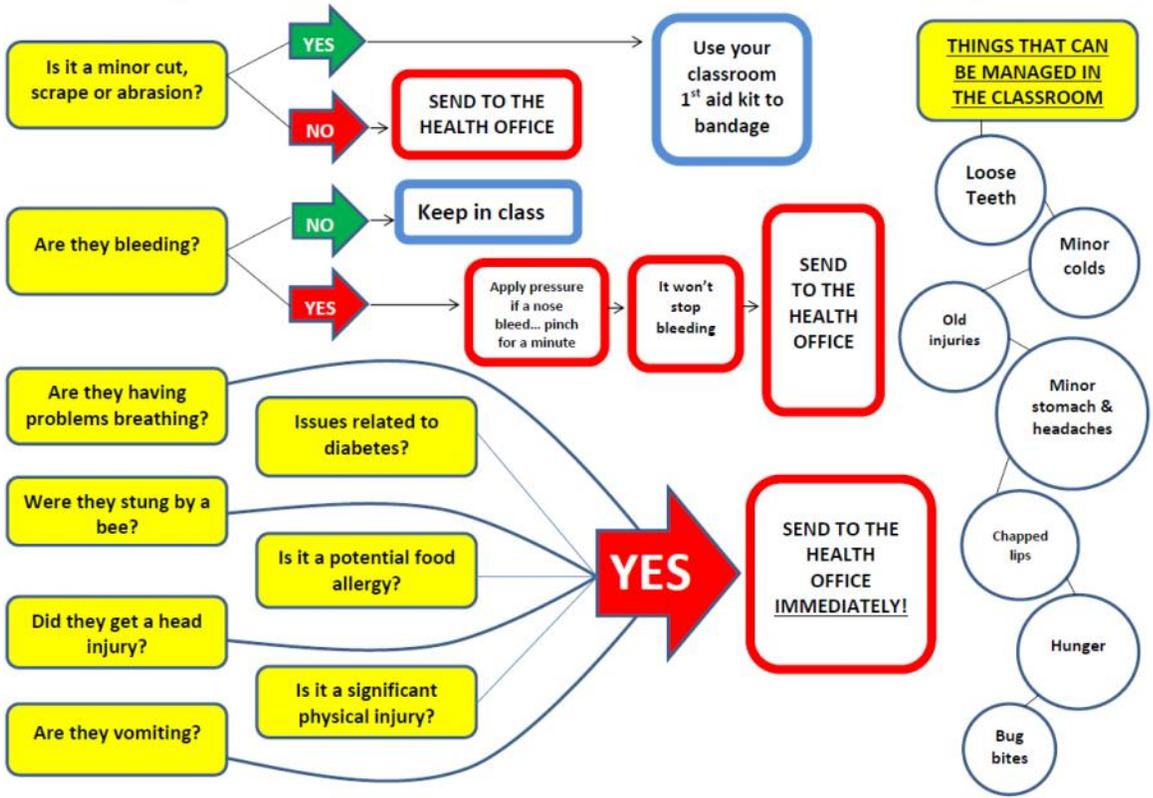
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## WELCOME NEW EDUCATIONAL MEMBERS

- Brandon Nicklay, St. Charles ISD
- Shane Kraft, St. Charles ISD
- James Jukich, Hibbing ISD
- Cory Spratte, Fillmore Central ISD
- Kristine Hartman, St. Paul ISD
- Chris Lanahan, NE Metro 916
- Dell Gullistani, NE Metro 916

## WELCOME NEW BUSINESS MEMBERS

- Mark Hans, JW Industries, LLC
- John Moynihan, Keeper Goals
- Shawn Boyle, Schwickert's Tecta America
- Joe Boldt, Mohawk Group
- Trevor Unruh, ServPro of St. Cloud
- Adam Siemers, Widseth
- Jim Froslid, Brock USA
- Scott Grohoiski, Point of Beginning, Inc.
- Kent Borns, Corporate Mechanical
- Mike Skelley, American Time
- Kate Galloway, Nilfisk
- Cindy Auld, Honeywell Building Technologies
- Madison Olson, Parallel Technologies
- Doug Hall, NCS Corporation
- Dan Goellner, Raypak
- Andy Stark, Graybar Electric
- Brendan Donahue, SCR, Inc.
- Chris Gendron, Nardini Fire Equipment Co. Inc.
- Joe Westbrook, Nardini Fire Equipment Co. Inc.
- Charles Riley, Nardini Fire Equipment Co. Inc.
- Jeff Peters, Mohawk Group
- Leah Fisher, MTI Distributing Inc.
- Sam Bauer, Ramy Turf Products
- Sammi Crnokrak, Interface

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## Grant Drawings

Twelve (12) \$500 Building and Grounds Grants will be given away to be used for a B & G project of the school's choosing! If you registered for the conference, you are automatically in the drawing! A name will be drawn every 15 minutes starting at 1:30 PM on the trade show floor.  
**Must be present to win!**



**EDUCATION**  
 Thursday September 30th  
 Friday October 1st

## Thinking about the whole child: inclusion, wellness, and safety

By David Leapaldt, AIA, CID, LEED AP | JLG Architects

As architects who are dedicated to creating the best environments for learning, we understand that safety is one of the most important aspects of a successful school design and operation. In fact, parents and educators typically cite safety as their number one concern.

While design processes naturally includes optimized sprinkler systems, fire alarms, fire-resistant construction, and fire separation walls, we also map out secure access points and safely distanced pick-up and drop-off routes. We work to create a more secure and safer environment by being deliberate to achieve better sight lines that allow for more eyes on specific areas, and particularly entries with the greatest concerns. As safety in our schools continues to evolve, a greater understanding of what makes staff and students feel safe becomes more apparent. We continue to seek out improvements to design and operation of schools with the concept of achieving total child wellness — feeling safe anywhere inside the school. This has led us to re-visit the design of toilet rooms and locker rooms. When talking to school administrators about where they see the most behavioral problems occurring, they inevitably bring up toilet rooms and locker/shower rooms.

Administrators and students will note that negative activities such as bullying, gambling, fighting, predatory digital images, vaping, and graffiti, often occur in these areas. Due to the private nature of the spaces, administrators cannot have “eyes” on the students which often leads to an increase in negative behaviours. Students also expressed concern regarding the lack of privacy and adult supervision which can make them feel unsafe in two spaces they have no choice but to use.

To address these issues, a new idea need-ed to be conceptualized. **Universal Toilet Rooms and Universal Locker Rooms** are emerging as a critical design conversation for schools who are looking to address safety, privacy, and the social emotional concerns of students. Universal Locker or Toilet Rooms provide a space that can be used by anyone. Occupying the same amount of space as two separate sex toilet rooms, Universal Toilet Rooms typically consist of individual single toilet compartments, acoustically separated walls between toilet compartments, and a common handwashing area.

Continued on Page 7



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## Thinking about the whole child: inclusion, wellness, and safety (Continued from page 6)

The compartments have full height doors with locks that indicate — on both sides of the door — whether the stall is occupied. Unlike traditional toilet partitions that start several inches above the floor, the doors to the universal toilet compartments are cut close to the floor so a phone with a camera cannot be slid underneath.

Outside the toilet compartments, the common handwashing area is in a visible and public area, ideally at a high traffic corner where two corridors meet to allow for increased monitoring of the space. Since the handwashing area is not part of an enclosed toilet room, this public area can be easily monitored by staff and cameras, reducing the number of negative incidents and safety concerns for students. One or more toilet compartments are provided with an interior sink which is designed to be completely accessible. In addition, the total number of required toilets and lavatory fixtures are provided without urinal substitution.

**How do students feel about Universal Toilet Rooms?** In a survey at Johnson High School, 43% of students preferred the inclusive model to the traditional model, and an additional 40% did not have an opinion either way. When asked about safety, 89% of students said the Universal Toilet Rooms made them feel either neutral, somewhat safe, or very safe — with very safe receiving 30% of the responses. Having access to a restroom, regardless of sex, was also cited by students as a positive to the inclusive layout because they saw a decrease in their wait time. The number of negative incidents in toilet areas was reduced from several a day to only a few a year.

At Jackson County Central Schools in southern Minnesota, Universal Toilets are being incorporated into the new Middle School. Principal Chris Naumann has been an advocate for their implementation throughout the design process, saying “The Universal Toilets are more inclusive for everyone. Middle School is difficult already with all the social pressures and this helps relieve some of that pressure for students. I have received emails from students that has shown me that what we are doing is right.”

The Minnesota Department of Education (MDE) has discovered that when universal toilet rooms are provided, they can more easily enhance safety and public security for building occupants. This includes high visibility from the adjacent corridors into the washing space, coupled with a high level of privacy to individual toilet enclosures. The MDE found that student and staff use was higher, supervision was improved, illicit activity was significantly curbed, and the user’s sense of privacy and safety was enhanced.

With documented success for Universal Toilet Rooms, the question begs to be asked: Why not extend this concept? Could we pinpoint other areas where a high degree of negative activity typically occurs? Or could this concept be applied to locker rooms, and any area on school grounds where students feel unsafe and desire a need for privacy? The answer is yes. Many of the concepts are identical when applied to Universal Locker Rooms: **create a highly visible, public area where the lockers are located, provide private, fully-enclosed changing rooms, and provide adjacent Universal Toilet Rooms and Shower Rooms.**

A good design starts by arranging the lockers for optimum visibility, then opens the public portions of adjacent staff and coach’s rooms to the locker area. As a result, coaches and staff have increased supervision of the space, and students have a higher sense of security and privacy. If you have ever used a family locker room at your local health club, you have probably seen these ideas at work.

Beyond these general concepts, each school will need to ask themselves questions specific to their district regarding Universal Locker Rooms.

**How many and what type of lockers are needed to meet the needs of athletics and physical education classes?** It makes sense to include the larger specialty lockers needed for athletics in this locker area, along with a number of general lockers for use during physical education classes. While the specialty lockers might be assigned, the general lockers might be used as they would be in your local health club where you check out the locker and only use it while in physical education class or at practice.

**How many changing rooms are needed to allow students to change for practice, games, or physical education classes?** This number will vary by school, but typically it should be enough to keep the changing time to around five minutes.

Continued on Page 8

## Thinking about the whole child: inclusion, wellness, and safety (Continued from page 7)

**How many showers are needed?** Students do not always shower after class or practice, but having access to a few showers is a good idea. Each school will want to identify the need for showers and plan accordingly.

**How many locker rooms are needed?** When visiting teams come to your facility, it is common practice to give them a locker room to use, separate from your varsity locker room. So minimally, you would likely want to have two spaces, or a space that could be divided up into two locker rooms. However, depending on the school and how it is used, there may be more than one event going on at a time, and the ideal number of locker rooms might be four or more. A smart option for some facilities is to design the locker rooms as one space that can be sub-divided for after-school activities. If you are creating separate locker room areas, plan accordingly with locations for your changing room, toilet, and shower areas.

While not yet widely implemented, it appears from early discussions with school administrators that this concept is worth advancing. With a reduction of negative activities and increase in student privacy and safety, it's a desirable option for any school. Just like with the other concepts being used in school design, when both Universal Toilet Rooms and Universal Locker Rooms are implemented, staff and students experience more privacy and feel safer, compared to the traditional model. When students and staff feel safe, we know that learning improves. When learning improves and negative behaviors are diminished, parents can once again feel confident in the institution that is designed to inspire and protect their children.

**Entertainment** Wednesday evening enjoy networking!

Thursday evening after the banquet have some fun at "casino night"!

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## School Indoor Air Quality (IAQ) Webinar

Public schools must have health and safety programs that comply with health, safety, and environmental regulations and best practices, including indoor air quality (IAQ) management. One best practice is that public schools have an IAQ Coordinator. This Minnesota Department of Health webinar will discuss the state's best practices for school IAQ management. The same content will be offered twice: on October 5 and 28. No in-person training is offered in 2021.

### Audience

School officials, service providers, health professionals, and others that want to learn more about indoor air quality, regulations, guidance and resources Public schools that need an IAQ Coordinator (expect to lose their current person or want a second person trained).

### Registration

Registration is required online through Webex. The same information is presented at both webinars. Choose one of the webinars you want to attend and register. Classes may be canceled if registration is low. There is no cost for this training. An email with an appointment and instructions will be sent to webinar registrants.

### October 5, 2021 (9:00 am to noon):

Click [registration link](#) or register at <https://minnesota.webex.com/webappng/sites/minnesota/meeting/info/8d4d4e8739d643cea0807564127a1b11>

### October 28, 2021 (1:00 pm to 4:00 pm):

Click [registration link](#) or register at <https://minnesota.webex.com/webappng/sites/minnesota/meeting/info/a5cfdbdce72b406092bf121ea16ae403>

### Continuing Education

A certificate of attendance will be provided to attendees. The class is eligible for continuing education credits.

- Association for Facilities Engineering (AFE) Certification (0.3 CEUs)
- MN Education Facility Management Professional (MASMS) Facility Manager Certification (3.0 CEUs)
- MN Boarding of Nursing Licensing (3.0 CEUs)
- MN Dept. of Health Radon Measurement and Mitigation Licensing (1.0 hour CEUs)

For other types of continuing education, send information to the MDH Indoor Air Unit on how we can obtain approval for this course.

**This is offered by the Minnesota Department of Health Indoor Air Unit**

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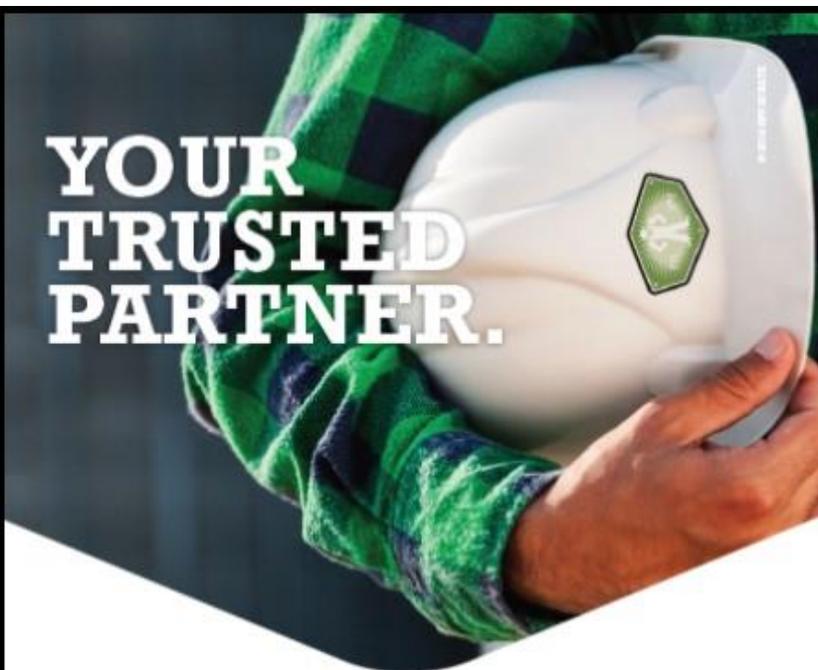
Sartell, Minnesota

September 15th and 16th, 2021

Website Link: <https://www.resourcecoop-mn.gov/event/boiler-licensing-preparation-course>

We currently can hold up to 20 participants but if we get a lot of interest we'll look to add more class dates for the heating season. If people are attempting to register and it says class is full they can contact me at [jbaumann@resourcecoop-mn.gov](mailto:jbaumann@resourcecoop-mn.gov) and I'll get them on a waiting list.

Additionally, we are offering a discount to this class in the amount of \$10. To receive the MASMS discount enter code "MASMS" in the discount field during registration to reduce the cost of the event by \$10 per person.



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**Wednesday Events September 29th**

Scholarship Golf Event  
10:00 AM Wapicada Golf Course

At the St. Cloud Holiday Inn & Suites:  
5-8:00 pm Conference Registration  
7:30 pm Business Member  
Appreciation Reception

**Thursday Events September 30th**

7:50 AM Conference Kickoff  
8:00 AM Keynote Speaker  
9:30AM to  
12:20 PM Educational Sessions  
12:30 PM Lunch  
1:15 PM Trade Show and Drawings  
5:30 PM President's Reception  
6:30 PM MASMS Banquet & Awards  
8:30 PM Entertainment

**Friday Events October 1st**

7:00 AM Buffet Breakfast  
8:00 AM Friday Keynote!  
9:10 AM Educational Sessions  
10:15 AM Educational Sessions  
11:15 AM Roundtable Discussion  
Noon Lunch



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the entire event!

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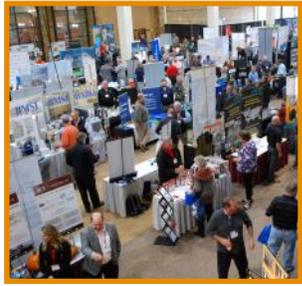


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**TRADE SHOW**  
Thursday September 30th  
1:15-5 PM  
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**Please consider taking an active role in your MASMS Chapter.**

Chapters need members to step up! We have many Chapter Officers that have been active officers for years, and are always willing to welcome and help new Chapter Officers. The MASMS office is also available to assist chapter officers.

**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

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.



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## MASMS EXECUTIVE BOARD

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**EXECUTIVE ADMINISTRATOR**  
 RUTH KRAEMER, MASMS OFFICE

## UPCOMING MASMS EVENTS

September 29, 2021	MASMS Scholarship Golf Event
September 30, 2021	MASMS Fall Conference and Expo
October 1, 2021	MASMS Fall Conference
October 20, 2021	MASMS Southern Chapter Meeting
October 27, 2021	MASMS NW Chapter Meeting
November 9, 2021	MASMS Metro Chapter Meeting
November 17, 2021	MASMS West Chapter Meeting
November 18, 2021	MASMS Northern Chapter Meeting
December 14, 2021	MASMS Metro Chapter Meeting
December 16, 2021	MASMS Northern Chapter Meeting
December 17, 2021	MASMS Southern Chapter Meeting
December 22, 2021	MASMS NW Chapter Meeting
January 11, 2022	MASMS State Meeting
January 19, 2022	MASMS West Chapter Meeting
January 20, 2022	MASMS Northern Chapter Meeting
February 8, 2022	MASMS Metro Chapter Meeting
February 17, 2022	MASMS Northern Chapter Meeting
February 23, 2022	MASMS Southern Chapter Meeting
February 23, 2022	MASMS NW Chapter Meeting
March 8, 2022	MASMS Metro Chapter Meeting
March 16, 2022	MASMS West Chapter Meeting
March 17, 2022	MASMS Northern Chapter Meeting
April 12, 2022	MASMS Metro Chapter Meeting
April 20, 2022	MASMS Northern Chapter Meeting
April 20, 2022	MASMS Southern Chapter Meeting
April 27, 2022	MASMS NW Chapter Meeting
May 18, 2022	MASMS West Chapter Meeting

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When it comes to water supply, educational facilities face a variety of challenges but the right water filtration solution can make a big difference. Use the guide on the reverse side to identify a solution for your needs.

Explore 3M water filtration technology

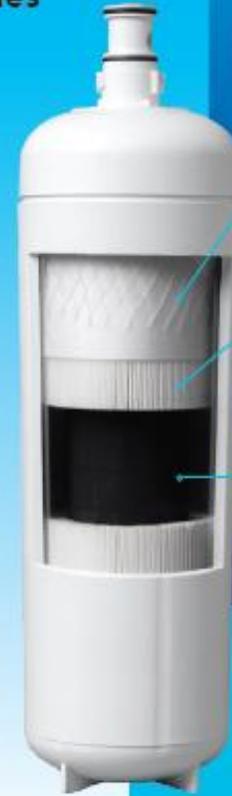
See how the 3M carbon block technology, like that in the 3MFF100 filter, addresses contaminants that may be in your school's water.

Lead-Reducing Water Filters



Lead-Reducing Water Filters	Drinking Fountains: 3MFF100	Water Coolers: All Easy Complete Cooler
Reduction class:	Particulate, Chlorine, Taste & Odor, Lead, Cysts, Select Volatile Organic Compounds*	Particulate, Chlorine, Taste & Odor, Lead, Cysts, Mercury, Select Volatile Organic Compounds*
Flow rate:	2.5 gallons per minute (gpm)	0.75 gallons per minute (gpm)
Micron rating:	0.2 micron/ micron!	0.5 micron/ micron!
Capacity:	6,000 gallons	700 gallons

\*See rating for full list of reduction claims. Not tested and verified by NSF International.



**Stage 1**  
**Pre-Filtration**  
 Nanoweb Filtration media that reduces larger particles to help increase sediment holding capacity of the filter.

**Stage 2**  
**Fine Filtration**  
 3M two-zone microporous pleated membrane that reduces 99.99% of protozoan cysts and helps provide excellent sediment life with minimal pressure drop.

**Stage 3**  
**Final Filtration**  
 Activated Carbon Filtration: 3M carbon block technology for reduction of lead, chlorine and odor and for improved taste.

**NSF**  
 Help ensure your water makes the grade with NSF certified lead reduction.

## RADON TESTING INFORMATION

The current and new state testing plan both require that radon testing is done between November and March.

- Initial testing (such as the first round of testing that was ever done or the every 5 year testing) can never be done outside the Nov – March timeframe.
- Follow-up testing (in response to elevated levels found in specific rooms) and post-mitigation testing could be conducted outside the Nov-March timeframe, but would need to be repeated between November and March.

For further information, see the testing plan and guidance on our [Radon in Schools Website](#).

**Daniel Tranter**, Supervisor | Indoor Air Unit  
**Minnesota Department of Health**

REESTABLISHING CONNECTIONS  
 TOGETHER AGAIN RESILIENCE IN ACTION  
 A NEW BEGINNING  
 LET'S HAVE OUR OWN IN 2021!

# See You At CONFERENCE