



THE MASMS MESSENGER

AUGUST 2025

2025 MASMS Conference

For our Educational Members, this is the only Minnesota conference that provides high quality education and information for school building & grounds employees.

For our Business Members, this is the only conference that offers an opportunity to visit with the Minnesota Educational Building & Grounds Decision Makers from across the State of Minnesota!



Grounded In Leadership
Rooted in Teamwork

October 1st, 2025 **Golf Event and Evening Reception**
October 2nd, 2025 **Conference & Trade Show & Fun**
October 3rd, 2025 **Conference**

Full Conference Schedule on Pages 7-9

To register just select your registration form here:

[Educational Members 2025 MASMS Registration](#)
[Business Members 2025 MASMS Registration](#)
[Retired Members 2025 MASMS Registration](#)

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MASMS Email: office@masms.org
www.masms.org





Message from the Board Seth Putz Southern Chapter Director

So here we are. In the CRUNCH TIME of the year for our profession. It is easy to lose sight of goals. You can also lose your mind (lol). This year was the year that MASMS went through the goals and evaluated how we did as an organization the past three years. Most of the goals set were met.

The one that was not met was getting better participation from the membership. Turn outs at chapter meetings have decreased year after year. There was extensive conversation on ideas for involvement. It was decided that this is going to be an ongoing conversation. I can't stress enough how important everyone is a crucial part of this organization. Every single member brings something to the table! It is a combined effort of each individual member to keep this one of the best organizations in Minnesota.

The biggest goal was mentorship. It is crucial to our industry to train up the next. Everyone in a leadership role should be doing their best to encourage growth in their employees. That is the whole purpose of MASMS! Continuing education to help people to learn and grow. I believe that transferring your knowledge is a very important task to do. It helps things run smoother than normal.

MASMS has an AMAZING number of people with years of experience and knowledge. Someone, somewhere has been through something you are going through right now. Reach out to the membership for help or answers. If you are one who fits this description, help others out. Others who are new or newer to this field, REACH OUT to the membership for answers. Encourage each other!!!!

Enough talking from me. Like everyone else right now, I am trying to figure out how to keep my hair from falling out! Take care of yourself. GET INVOLVED!



It is with profound sadness that we announce the untimely passing of our MASMS state board member, Scott Hrouda (St. Paul Schools), who died on August 3, 2025, after a very short battle with cancer.

Scott was a valued member of our Board of Directors whose dedication left a lasting mark on MASMS. His compassion, and unwavering commitment to MASMS will not be forgotten.

We extend our deepest condolences to Scott's family, friends, and colleagues. Our thoughts are with them during this difficult time.

As we mourn this loss, we also celebrate Scott's life and legacy. In the coming days, we will share more details on how the family intends to honor his memory.

Vendor Corner

You Can't Push a Rope



Mike Remington, Inspec

The phrase "You can't push a rope" is a metaphor that can be used in a lot of different situations and has often been used for Economics and Leadership topics. While a rope works great for pulling, it doesn't work at all when you want to push on something.

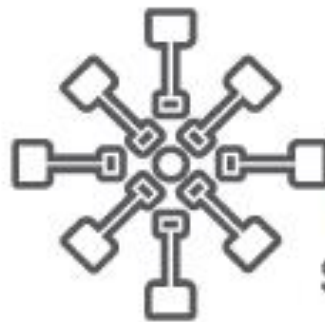
An Economics example for "You can't push a rope" is when the Federal Reserve drastically lowers interest rates in an effort to stimulate the

economy at times: the lower interest rates can "pull" some people and businesses to borrow more and spend more but the lower rates can't effectively "push" everyone to borrow and spend more if they don't want to.

In Leadership the phrase has to do with the fact it is hard to "push" people into doing things you might want them to do, it is hard to force people to change! Effective leaders pull people towards a common goal, they lead from the front, they try to motivate their team and they take responsibility when things aren't going well and give credit to the team when there is success.

Think about your customers - you can't "push" your products or services on them, instead your goal should be to develop relationships and educate them about how you can possibly help them in the future in an effort to "pull" them towards you.

Same with giving advice - if you try to push your advice onto people that aren't asking for it and aren't interested, you're trying to "push a rope"!



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28 MASMS Members Attended Boot Camp on July 22-23, 2025

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A great group!



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Welcome New Business Members



Welcome New Educational Members

Tom Nessa, I2I Group
 Matt Gamble, EnergyPrint
 Shane Walz, Zerorez, Inc.
 Jake McKenzie, Otis Elevator Company
 Angala Conley, OpenEye
 Tiara Banate, Nilfisk
 Amy Mohs, Lakeshore Learning Materials
 Dana Bontjes, Archkey Solutions
 Mike LaBossiere, NaceCare Solutions
 Michael Starling, TruGreen
 Andrew Angan, Engan Associates Architects
 John Thurer, All Elements Inc.
 Nicholas Hassel, Imperial Dade
 Ian Jorgensen, Century Fence
 Robbie Schultz, ICS
 Mark Ondracek, ICS
 Jason Zitzloff, RM Cotton Co.
 Taylor Wesley, Motorola Solutions
 Jason Fischer, Yale Mechanical
 Dan Riedlberger, Yale Mechanical
 Jeff Scharmer, Bredemus Hardware Co.
 Kelly Grove, GOJO Industries
 John Heyer, GOJO Industries

Michael Payton, Anoka-Hennepin ISD
 Oscar Gomez, Burnsville ISD
 Ryan Haas, Orono ISD
 Jeremy Anderson, International Falls ISD
 Teng Lee, Eden Prairie ISD
 David Deml, Northfield ISD
 Travis Pasch, Northfield ISD
 Armando Rosas, Northfield ISD
 Heidi Zerr, Lakeville ISD
 Dmytro Soloviov, Prior Lake-Savage ISD
 Darlin Martinez, Prior Lake-Savage ISD
 Adam Schlossin, Prior Lake-Savage ISD
 Terry Lehman, Prior Lake-Savage ISD
 Adam Dockendorf, Big Lake ISD
 Brian Miner, Kingsland ISD
 Keven Larson, Minneota ISD
 Jason Garding, Big Lake ISD



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2025 MASMS Conference Schedule "Grounded In Leadership, Rooted in Teamwork"

Wednesday | Day & Evening Events | October 1, 2025

- 10:00 am** Scholarship Golf Event
Wapicada Golf Course Sauk Rapids, MN
- 5:00-8:00 pm** Conference Registration,
Holiday Inn & Suites Lobby
- 7:30 pm** Member Mixer, *ALL Educational & Business
Members Are Welcome!*
Holiday Inn Conference Center

Thursday | Breakfast | Morning Keynote | October 2, 2025

- 6:00 am** Registration, Conference Lobby
- 6:15 am** Hot Buffet Breakfast, Celebration Room
- 6:30 am** 1st Time Attendee Meeting, Rox Room
- 7:50 am** Presentation of the Flag, Huskies Room



- 8:00 am** **KEYNOTE SPEAKER**
Jeff Butler
Multi-Generational Workplace
Huskies Room



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2025 MASMS Conference Schedule "Grounded In Leadership, Rooted in Teamwork"

Thursday Morning | Educational Sessions | October 2, 2025

9:10 am — 10:05 am Sessions

Leading in Times of Uncertainty, Jeff Butler
LTFM | A Deeper Dive, Sarah Miller, MN Dept of Education
How to Build a Successful Team, Scott Stockdale, Hastings ISD
Legislative Updates/Advocacy Sam Walseth, MASMS Lobbyist
 & Bianca Virnig, MN House of Rep
Floor Maintenance/Refurbishing Tile/Gym/Hard Surface Floors,
 Zack Price, Buckeye
Fire Alarm Code Requirements & Fire Alarm Test & Inspection,
 Troy Boman, Siemens
Turf Management Calendar John Trappe, University of Minnesota

10:15 am — 11:10 am Sessions

School Finance 101, MASBO | Tracey Fierecek, Sauk Rapids-Rice ISD
 and John Morstad Osseo ISD
LTFM | A Deeper Dive, Sarah Miller, MN Dept of Education
Accident Investigation & AWAIR, Amanda Edberg & Mary Ferrian, IEA
Requirement for Employer Electrical Licensing, Steve Dudley &
 Sheldon Monson, MN Dept of Labor & Industry
Custodial Performance Expectations, Maureen Mullen, Robbinsdale ISD
 & Jeff Arthurs, Osseo ISD
Impact Resistant & Durable Door Solutions, Josh Blair, SD Walker Inc.
What do we know about Turf Surface Research? Jon Trappe, U of M

11:20 am – 12:15 pm Sessions

School Finance 101, MASBO | Tracey Fierecek, Sauk Rapids-Rice
 ISD & John Morstad Osseo ISD
Boiler License Levels, Howard Berny, MN Dept of Labor & Industry
Ergonomics for Every Body, Lexie Neff, College of St. Scholastica
Indoor Air Quality Updates on Guidelines & Requirements
 Daniel Tranter, MN Department of Health
Basic Carpet Maintenance Do's & Don'ts of Carpet Care,
 Russell Cleveland, Milliken
Retrofit Electrified Door Hardware Solutions,
 Josh Blair, SD Walker Inc.
Products & Maintenance for School Baseball & Softball Fields
 Roger Weinbrenner, MN Sodding Company & Joey Fitzgerald, CSFM

Thursday Morning | October 2, 2025

11:00 am Business Member Meeting

11:30 am Business Member Hot Lunch

12:15 pm Educational Member Lunch & Meeting

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2025 MASMS Conference Schedule "Grounded In Leadership, Rooted in Teamwork"

Thursday Afternoon | October 2, 2025

Trade Show 1:15-4:30 PM

Why attend our trade show?

- Connect with suppliers and potential partners.
- Strengthen existing connections and develop new ones.
- Discover new trends, technologies, and best practices.
- Exposure to new ideas and success stories may spark innovation.
- Our business members provide essential revenue for MASMS

Activities on the trade show floor:

Drawings for twelve \$500 Grants for a B & G project!

Education members are automatically in the drawing. A name is drawn every 15 minutes starting at 1:30 pm on the trade show floor.

Must be present to win!

Scholarship Benefit.

Some of the exhibitors will have prizes in their booths. Purchase \$1.00 tickets at the ticket table located near the trade show floor. Deposit your ticket(s) into the bags at the booths, of the items you want to win! All funds raised will go to the MASMS Scholarship fund! Drawings will start at 3:45 PM. Must claim prizes by 5PM.

Thursday Evening Events | October 2, 2025

5:30 pm

Patio Reception

6:30 pm

Banquet & Awards, Conference Hall

8:30 pm

GAME NIGHT! Food & Fun

Networking & Entertainment

A chance for members to win prizes!

Bean Bag & Dart Tournaments

Foosball | Ping Pong | Pool Tables

Driving Machines | Jurassic Park Machines

Friday Morning | October 3, 2025

6:30 am

Hot Buffet Breakfast

8:00 am

Friday Morning Keynote Speaker

Corey Martin, MD

Moving from

Surviving to Thriving



What It Means to Attend a the MASMS Conference

Workshops & Seminars

Skill-building sessions or educational talks.

Keynotes

Insights from leading experts or influencers.

Networking Events

Opportunities to connect with peers & mentors.

Expo

Displays from companies showcasing new tools, services, or products.

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Friday Morning | Educational Sessions | October 3, 2025

9:10 am — 10:05 am Sessions

The Power of Social Connection, Corey Martin, MD

The Good, The Bad & The Ugly! Turf Care

Ben Boeding & Joe Churchill, Reinders

Silica Safety in School Art Rooms: What Custodial & Maintenance Staff Needs to Know

Amanda Edberg & Kennedy Peterson, IEA, Inc.

Destress Your Email System

Mat Miller, Retired & Ruth Kraemer, MASMS

Enhancing School Safety Through Digital Mapping

Derek Buschow, Map Your District

Glycol, Filtration & HVAC Closed Loop Management

Andy Morcomb & Mike Stolarski, True North Water Treatment

11:20 am — 12:15 pm Sessions

School Construction & Renovation Projects

Forrest Williams, MN State Fire Marshal Division

Troubleshooting Turf Equipment

Ryan Pannhoff, MTI Distributing Inc.

Improving Winter Safety through Infrastructure Design & Winter Maintenance Strategies, Carolyn Dindorf, Bolton-Menk

From Hire to Retire//Ready to Retire, Jenelle Thelen, PERA

Unlocking the Potential of AI for Future Ready Buildings

Marcus Ellson, Trane

Geothermal Systems, Mark Rasmussen, inBYLT by Apex

Managing Construction in Occupied Spaces:

Strategies for Success

Keane McWaters & Ike McWaters, Knutson Construction

10:15 am — 11:10 am Sessions

Mindset Matters: The Impact of Mindset on Stress & Wellness

Corey Martin, MD

Smart Irrigation & Water Conservation

Greg Goudeau, Reinders

Eyewash Stations: Inspections, Compliance & Consequences

Amanda Edberg, IEA, Inc.

Leaving a Legacy, Seth Putz, St. Peter ISD

What's Next in Lighting Efficiency: Trends, Case Studies

And Incentives, Ian Swanson, Mark Rader & Clare Rung,

Center for Energy & Environment

AI in Facility Operations & How It Can Benefit Your District

Herb Crawford, OperationsHero

12:15 PM Lunch and Networking

Detailed Session Information will be provided on the Conference App and in the Conference Program

Please note that educational sessions are subject to last minute changes!



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Dean Dalzell, Chief Financial Officer,
Community Action Partnership of Ramsey
& Washington Counties

"The team have helped us through many security projects and really take time to understand our mission before providing recommendations."



Terri Ashmore, Basilica of Saint Mary -
Minneapolis

CONTACT US



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SCAN ME

Make the MASMS Conference Worthwhile & Memorable

To make a conference a **worthwhile and memorable experience**, it helps to be intentional before, during, and after the event. Here's a guide to help you make the most of it:

Before the Conference

- 1. Set Clear Goals.** Decide what you want to get out of it: Meet specific people? Learn about a topic?
- 2. Plan Your Schedule.** Review the agenda ahead of time. Prioritize sessions, workshops, and networking events.
- 3. Prepare Your Materials.** Have your business cards or a digital contact card ready.

During the Conference

- 1. Be Approachable.** Smile, make eye contact, and be open to conversation. Don't be afraid to introduce yourself to strangers.
- 2. Engage in Sessions.** Ask thoughtful questions during Q&As. Take notes (physical or digital) on key insights and names of speakers or attendees you might want to connect with later.
- 3. Network with Purpose.** Have real conversations. Look for common interests or ways to support each other. Join social events, coffee breaks, or small group discussions.
- 4. Visit the Expo/Booth Area.** Talk to vendors or organizations aligned with your goals. Ask for demos, free resources, or tips.

After the Conference

- 1. Follow Up.** Send a short message to people you met. Mention something you appreciated from your conversation.
- 2. Review Your Notes.** Summarize key takeaways. Think about how you'll apply what you learned.
- 3. Stay Connected.** Attend future MASMS meetings and local chapter events.

Bonus Tips

Conferences can be draining, stay hydrated & well fed!
Bring a power pack or charger, keep your devices charged.
Practice small talk, it is often how deeper conversations start.
Don't over schedule, leave time for casual networking.



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Benefits of Utilizing your District's Employee Assistance Program

Employee Assistance Programs (EAPs) are employer-sponsored initiatives designed to support employees in managing personal and work-related challenges. An important reason for you to utilize EAPs is because healthy and happy employees are more productive and engaged in both their district and individual jobs. EAP programs offer confidential services such as counseling, referrals, and follow-up support, aiming to enhance employee well-being and organizational productivity.

Key Benefits of EAPs:

- **Increased Productivity** It's in our best interests to have employees who are mentally and physically healthy. When employees are healthy, they have more opportunities to engage with their work, and engaged employees tend to have better work performance.
- **Reducing Employee Absenteeism.** When employees are healthy and have easy access to resources that improve their well-being, they take fewer sick days. They also may be more likely to arrive at work on time, since they won't be delayed by physical or mental blocks.
- **Boost Employee Retention.** EAPs support our employees' health and well-being so they can focus on work. This can increase job satisfaction and boost our employee retention rates. Maintaining a high retention rate reduces interruptions in meeting the needs of our districts and saves us time having to constantly train new employees.

Continued on Page 12



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Benefits of Utilizing your District's Employee Assistance Program (Continued from 11)

- **Improve Employee Safety.** According to the [U.S. Bureau of Labor Statistics](#), private industry employers reported 2.6 million nonfatal workplace injuries and illnesses in 2023, down 8.4 percent from 2022. There were also 0.9 nonfatal cases per 100 full-time workers on days away from work — down from 1.2 in 2022. Injuries result from a variety of factors, such as repeti-

tive stress and accidents. You can't prevent every ailment or incident, but an EAP can help ensure your employees are taking care of their physical and mental health, putting them in the best position to be safe and careful at work.

- **Saves District Time and Money.** When employee safety goes up, the number of workplace injuries and illnesses goes down. EAPs can help reduce the number of disability claims, labor disputes, health insurance claims and [workers' compensation claims](#) districts face. Again, that saves you a lot of time and money that we would otherwise spend on those issues.

- **Aids Employees Personally and Professionally.** Even if a problem isn't directly related to an employee's job, they and their family members can still receive valuable support from an EAP. EAPs give employees convenient access to a 24/7 hotline and direct access to experts who can provide help for domestic and financial matters. EAPs generally support employees with; stress, domestic violence, grief, alcoholism and substance abuse, crisis management, mental health disorders, family planning and child care. When counseling is needed, EAPs refer employees to professionals who can help them with long term solutions. With support for personal issues, employees who have EAPs in their benefits packages are likely to trust we care about them and their well-being both inside and outside the workplace, which often increases their commitment to us and our districts.

Talk to your Business Manager and Superintendent to gain a full understanding of the Employee Assistance Program your district has in place. EAPs can help us and our employees by promoting a healthier, more productive, and supportive workplace.

HEALTH AND SAFETY TOOL BOX ZOOM REZOOMS

I hope you can join us on August 28th as our monthly H&S Tool Box Zooms return. Watch for your monthly link from Ruth later this month. If you'd like to receive a direct invitation from me each month you are welcome to email me to be added to my Google calendar invite. Email me at marc.woody.bachman@gmail.com

As always, I am available to offer suggestions and connect you with folks who can help you whenever I can. Email me anytime at marc.woody.bachman@gmail.com

Marc Bachman
MASMS Health and Safety Chair
Retired St. Peter Operations and Maintenance Director



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*Each year we ask for submissions of construction projects to be featured on our MASMS Directory.
We had many submissions, so we were not able to use all of them on the Directory!
Those that were not selected are featured here throughout the year!*

School: Roosevelt Elementary School
Location: Mankato, MN
Concrete Work for New Sidewalk
Submitted by: Rice Service



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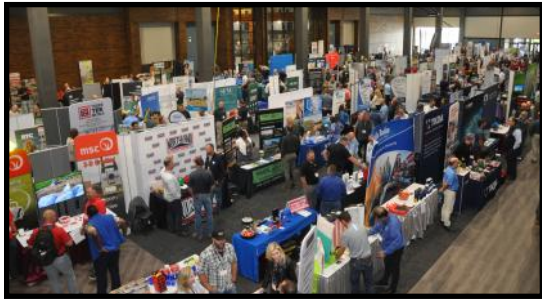
Why our MASMS Business Members are so important to MASMS

Business Memberships, Event Sponsorships and Advertising help fund operations, conferences, publications, scholarships, and more.

Business Members offer access to tools, software and services that benefit our Educational Members. They showcase new products and services that support Minnesota schools and students.

MASMS partnerships with Business Members provide training programs for little to no fee to our Educational Members.

The GREAT MASMS CONFERENCE would not happen without the support of our Business Members.



Be sure to stop and visit and spend time with our Business Members at the conference. Learn from them! They are a great source of information!



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The Building and Grounds Staff deserve training and time with peers from other schools to reset, recharge and learn new things.

The MASMS Conference provides the opportunity to do just that!

"After attending my first MASMS conference, I came back energized. I used what I learned to propose a small change at my school, and my principal supported it. It gave me the confidence to take on more leadership." **First Time Attendee**

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Mike Stolarski, 651-338-6432, mike.stolarski@tnwater.com

Celebrating Academic Excellence: Scholarship Awardees MASMS Awards \$15,000 in Scholarships to MASMS Members children this year!

Leah Joe Adamson | *Joseph R. Adamson, Austin ISD*

Amanda Baars | *Jay Baars, Fourmation Sales*

Jose Cabrera | *Jose Julian Cabrera, Eden Prairie ISD*

Eric Daschner | *Michael Daschner, Janesville Waldorf Pemberton ISD*

Bryce Deutsch | *Jon Deutsch, ISD 284 Wayzata ISD*

Belah Hrouda | *Scott Hrouda, Saint Paul ISDs*

Myles Johnson | *Jay Johnson, Schilling Supply Company*

Cody Karren | *Corey Karren, Duluth ISD*

Zachary Karsko | *Adam Karsko, Northfield Schools ISD*

Katlyn Kremers | *Trent Kremers, Metropolitan Mechanical Contractors*

Tyler Kretsinger | *Dan Kretsinger, Richfield Public ISD*

Makenna Lang | *Patrick Lang, New Ulm ISD*

Caden Loy | *Adam Loy, Lac Qui Parle Valley ISD*

Fianne Makela | *Erin Makela, Minnesota Sodding Company (MSC)*

Carter Miller | *Mathew Miller, Olmstead County*

Owen Negaard | *Travis Negaard, Ultra Durable Technologies*

William Negaard | *Travis, Ultra Durable Technologies*

Joseph Neutz | *Brad Neutz, Maple Lake ISD*

Isabelle Nosan | *Heather Nosan, Rosemount-Apple Valley-Eagan ISD*

Grace Nystuen | *Thad Dahling, ISG*

Matthew Peterson | *Sue Peterson, ISG*

Emily Pipp | *Elizabeth Pipp, Anoka Hennepin ISD*

Ellie Radel | *Angie Radel, IEA, inc.*

Kaia Rademacher | *Ryan Rademacher, JLG Architects*

Lucy Rapp | *Karla Rapp, West St Paul - Mendota Hts ISD*

Ethan Schreifels | *Troy Schreifels, Osseo ISD*

Lauryn Schreifels | *Troy Schreifels, Osseo ISD*

Maya Smith | *Kain Smith, Faribault ISD*

Ledger Stadheim | *Keri Hacker, Tremco Roofing*

Lilly Tyrrell | *Jay Tyrrell, Northern Safety L.L.C.*

Cecelia Uecker | *Kyle Uecker, South Washington County ISD*

Lincoln Urdahl | *Troy Urdahl, St. Anthony New Brighton ISD*

Lindsey Young | *Clark Young, Unclogdrains - McDonough's Sewer and Drain*



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Announcing the MASMS Memory Board

We are honored to introduce a **Memory Board** at the MASMS Conference this year. This board will be dedicated to the cherished members of our association who are no longer with us.

This special space is created to remember, celebrate, and pay tribute to those who made a lasting impact on our association.

We invite all educational, business & retired members to contribute to the board. Please know that they must have been a MASMS member.

Please email the following to the MASMS office before 9/1/25:

- Name
- Picture
- District or Company they worked for.
- If you know the approximate date they passed.

Our hope is to honor their memory and contributions to MASMS.

With respect and remembrance,
The MASMS Executive Board



MASMS STATE EXECUTIVE BOARD

CO-PRESIDENTS | SCOTT KAMINSKI, MANKATO ISD
& KAIN SMITH, FARIBAULT ISD

PRESIDENT ELECT | KAIN SMITH, FARIBAULT ISD

VICE PRESIDENT | LINDSAY ELWELL,
INVER GROVE HEIGHTS

PAST PRESIDENT | SETH PUTZ, ST. PETER ISD

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LAKE OF THE WOODS ISD

WEST DIRECTOR | RUSS WINKELS, PERHAM ISD

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MASMS OFFICE

LOOKING FOR JOB DESCRIPTIONS & INTERVIEW QUESTIONS? LOOK NO MORE !

Go to www.masms.org, Select "Resources" Under "Quicklinks"
Select "Job Descriptions & Interview Questions"

We are always looking for more job descriptions and interview questions.

School Indoor Air Quality (IAQ) Plan Training

MDH is offering school IAQ plan trainings in fall 2025, in-person statewide and a webinar. This training will discuss requirements and best practices for school IAQ. School staff, service providers, government officials, and others are welcome to attend. The training is free. Registration is required. See [MDH School IAQ Plan Training](#) for details and registration.