



# The Messenger

The Monthly Newsletter of the Minnesota Association  
 Committed to Promoting Excellence in the  
 Operation and Care of Educational Facilities

April 2019

**When can you get a personal tour of the US Bank Stadium?**

**Where can you hear a presentation on  
 “More Collaboration- Delivering Projects for the Future” from  
 Gregg Johnson who was directly involved with the building  
 of the US Bank Stadium?**

**ANSWER: The MASMS May State Meeting on Tuesday May 14, 2019  
 Location: US BANK STADIUM**

This will be an amazing meeting. Along with special guest speaker, Gregg Johnson from Landmark Development, we will be doing a complete tour of the stadium This is one you won't want to miss!

**Schedule:**

8:30 AM	Registration	10:45 AM	Lobbyist, Sam Walseth
9:00 AM	Tours	11:00 AM	Speaker, Gregg Johnson
10:30 AM	Break	Noon	Lunch

Go to the MASMS website to sign up ([www.masms.org](http://www.masms.org)). Select meeting registration. If you need a hotel room, the closest hotel (and it's on the skywalk system) is the Radisson Red Downtown Minneapolis (609 3rd Street South, Minneapolis MN).

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Your ninety-minute guided adventure through U.S. Bank Stadium will give you behind-the-scenes access to the home of the Minnesota Vikings. Discover the inner workings of U.S. Bank Stadium including premium clubs and suites, the Thomson Reuters Press Level, stadium art collection, team locker room, stadium floor and so much more. Tour Guides are knowledgeable and well-versed on building architecture, Vikings history and sustainability features of U.S. Bank Stadium.

This is paid for as part of your MASMS membership. If you bring a non-member, we ask that you contact the MASMS office to pay for their tour and meal.

Gregg Johnson is a Project Director for Landmark Development - an Owners Representative and Urban Master Planning and Redevelopment Developer.



Gregg was the Owners Representative for the Minnesota Sports Facilities Authority on the development of US Bank Stadium and is the Owners Representative currently leading the design and construction planning for new Hospital and Inpatient facility for Essentia Health, Duluth Minnesota. Gregg is also actively leading construction planning for other large regionally and nationally projects that in development.

Gregg and wife Joyce have three children and two grandchildren. When not busy managing work, Gregg stays busy with a cabin east of Hackensack MN, wood working, hunting and fishing.

Gregg is a past President of Minnesota Construction Association and currently sits on the Board of Director. He is one of the founding members of Construction, a student/industry collaboration network promoting Leadership skills for future industry leaders.





**Kevin Johnson,**  
**Southern Chapter Director**

## Awesome Educational Opportunities Are Just Around The Corner!

Hopefully, by the time you read this, Old Man Winter will have tossed in the towel and given up! Summer is just around the corner and we have a ton of great education from MASMS just waiting to help make you a more knowledgeable employee! There is not a better time to brush up on your skillset. Over the next several years,

we will have a lot of Directors, Supervisors & Coordinators retiring. Do you have the skills, training & certifications needed to step into one of these wonderful jobs? MASMS is here to help pave the way, and here is a list of just some of your opportunities!

First off, we have our annual Custodial-Maintenance & Grounds APPRECIATION DAYS coming up in June. This is a chance for you & your staff to get away from the day to day grind and meet your counterparts from districts around the state. In addition to meeting & networking, there are tons of hour-long educational sessions on everything from boilers, grounds care, fire safety, custodial equipment care, HVAC & OSHA to name just a few. The day includes coffee & rolls, lunch, many chances to win some really nice prizes, and of course educational opportunities galore as mentioned above. Everyone feels better when they can make repairs or do things without having to ask for help, so please encourage your staff to attend. Those who have in past years love it!

MASMS Custodial/Grounds/Maintenance APPRECIATION DAYS:

Metro Chapter ~ Thomas Jefferson High School (Bloomington Schools), Bloomington MN on Wednesday June 12, 2019 OR Thursday June 13, 2019 (Same program offered two days, option to send 1/2 your staff each day!)

Northern, Northwest and West Chapter ~ Staples High School, Staples MN on Tuesday June 18, 2019

Southern Chapter ~ Owatonna Middle School, Owatonna MN on Thursday June 20, 2019

Coming up soon, we will have our State Meeting at US Bank Stadium!

In addition to education, we will be providing a complete ninety-minute guided adventure through the Stadium. Sign up now to get behind-the-scenes access to the home of the Minnesota Vikings! May 14, 2019

Next, will be the Certified Plant Supervisor (CPS) class

This class prepares you for the CPS exam, one component of our MASMS Certification program  
June 25th & 26th, 2019

MASMS Facility Manager Certification Program

This respected certification program will help make you a well versed leader and is divided into five sections:

Boot Camp, CPS Certification, Health and Safety, Finance And Electives

Next up, our MASMS Fall Conference & Trade Show

Coming this fall everyone will again have a chance to open their Tool-Box by attending our 40<sup>th</sup> annual State Conference to be held in St. Cloud on October 3<sup>rd</sup> & 4<sup>th</sup>. This is arguably one of the best educational conferences in the country with countless educational sessions to choose from and one of the largest trade shows you will attend.

In addition to each chapter's monthly meeting, another way to expand your skill set would be to take advantage of our Mentor Program. In this program, you will be paired with a seasoned school leader who has been in the trade for many years...a fantastic program to help new school leaders get their arms around the vast skillset required. At any level you might choose to participate, I can attest to the fact that you will get more out of it than you might expect.

In closing, MASMS is always looking for more and better ways to meet the needs of its members. Please let any board member know what we might consider adding, or improving so that we can continue to fill the "MASMS Toolbox" to help you become the best leader, *or Future Leader* possible!

Hope to see you at one of our next meetings! Enjoy Your Summer & be Safe!

Kevin

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**HEALTH & SAFETY** Health & Safety Section



The MASMS Health & Safety Committee supplies information for this section each month. If you have a specific topic you would like to see covered, just let the MASMS office know.

**Safety Leadership: Seeing is suspect: What am I missing here?**

Rajni Walia ~<https://www.safetyandhealthmagazine.com/articles/17854-safety-leadership-seeing-is-suspect-what-am-i-missing-here>

One critical line of defense in both organizational and process safety systems is an employee’s ability to detect and respond appropriately to workplace hazards. In fact, effective hazard recognition typically is the first step in an organization’s approach to reducing risks and optimizing operational reliability and safety.

A significant part of this person-dependent detection and subsequent response process involves the human vision system. However, what if the human vision system itself is a hazard within the workplace? What if the human brain, in fact, generates hazards that we haven’t addressed within our hazard control systems? Accurate, consistent and sustainable hazard recognition and situational awareness can be achieved only by first understanding the brain-centered hazard: Seeing is suspect.

Understanding how the human vision system works is crucial to understanding the human brain, because half of our brains are devoted to vision detection, interpretation and response. Despite the fact that so much of our brains are devoted to seeing, there’s no guarantee that we see correctly, so it’s important to note the following limitations:

1. Contrary to popular belief, our eyes don’t work like video cameras, recording everything in their path and sending that data to our brains. Rather, neuroscientists have confirmed the brain directs the eyes on what to look at, what to watch out for, and how broadly and deeply (in how much detail) to notice our external environment. So, at any given moment, what we see relies less on the light streaming into our eyes, and more on what’s already inside our heads. For this reason, if you’re driving and are hungry, you’ll notice the signs for restaurants, but may not see all the cars passing you on the road or even your exit sign.
2. Because individuals vary in terms of what they perceive to be a hazard or what’s important to them, we may selectively attend to different stimuli in our environment. This means that we cannot guarantee each individual will see the same information that is before his or her eyes.
3. There are three types of “blindness” that humans can experience:
  - o **Familiarity blindness**, which is the brain’s desensitization to visual information. This typically involves information that is regularly in its line of sight (e.g., exit signs on a highway).
  - o **Change blindness**, which is the brain’s struggle to detect subtle and sometimes substantial visual changes (e.g., the changing conditions on a piece of machinery).
  - o **Inattention blindness**, which is the brain’s inability to process additional information when focused on a specific task, thus causing you to miss a fully visible item.



Continued on Page 4

## Health and Safety Continued

### Safety Leadership: Seeing is suspect: What am I missing here?

For these reasons, it's no wonder we miss information such as content within an email, information posted on a wall or objects right before our eyes with some degree of regularity. So, what can be done to address these limitations of the human vision system? How can you ensure individuals are truly guided to safe decision-making?

Although individuals need to be taught how to address the "seeing is suspect" brain-centered hazard by learning to see and perceive exposures more broadly and deeply, the following questions can serve as helpful prompts to engage the slow brain (conscious attention and thought):

- In what tasks or situations do you tend to rely on just the "gist" without seeking full details, or have failed to see important visual details right in front of you?
- In which of your critical tasks – ones that could lead to an injury or incident – could this happen?
- What hazards do I need to hunt for and manage for this task?

What are the warning signs that something has changed that I will watch for to maintain my safety?

Questions encourage thinking and prevent us from operating in the fast brain (habits/non-conscious). Questions will ignite intention and attention in the slow brain and encourage people to really see, think about and understand what is going on in their situational field at work. So, the next time you think you've noticed everything within your situational field, ask yourself, "What am I missing here?"

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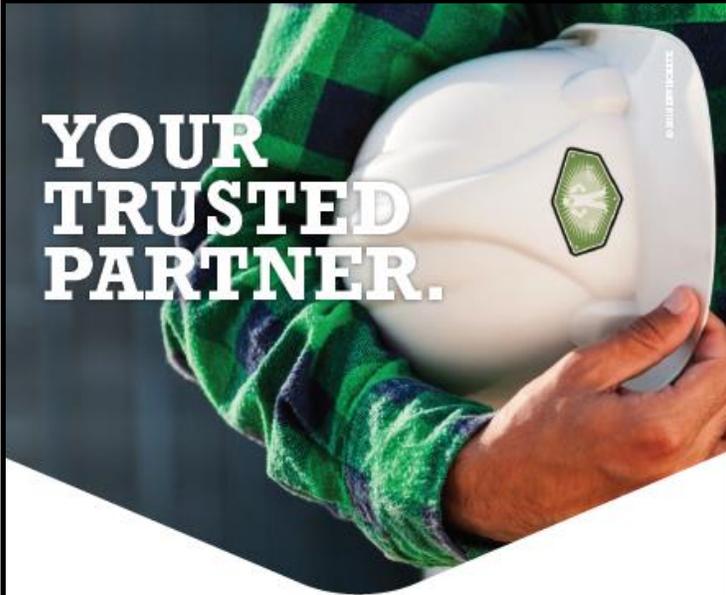


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## Vendor Corner

*Mike Remington, Inspec  
MASMS Vendor Representative*



### How Can YOU Help MASMS (and get something in return)?

As a Business Member of MASMS there are a lot of opportunities throughout the year to help the organization. Many of these opportunities can also help increase your exposure and highlight the help that you can provide all MASMS members:

- Provide an Educational Session – You could provide an educational presentation at one of the many chapter meetings, state meetings, or the Fall Conference. These sessions need to be educational in nature and not a “sales pitch” but are a great way to educate MASMS members and also make some good connections and highlight your areas of expertise!
- Submit an Article for the MASMS Newsletter – You could submit an educational article for publication in MASMS’s monthly newsletter. This is another great way to share your knowledge with the entire organization!
- Join a Committee – There are several committees you could consider joining. It is a great way to get to know more School and Business members and provide your valued input to the organization!

Help Sponsor an Event – There are many different opportunities for your firm to help sponsor an event including State Meetings, the Fall Conference, tours of facilities, and the annual scholarship golf event!

MASMS greatly values its Business/Vendor members and provides many opportunities for you and your firm to help support the organization and increase your exposure and network at the same time! Feel free to contact Ruth or myself if you have any questions or are interested in any of the above. Any help and sharing of resources is always greatly appreciated! Thanks, Mike

## WELCOME EDUCATIONAL MEMBERS

- Neil Heide, Fosston Public Schools
- Branden Johnson, Kenyon Wanamingo Schools
- Tyler Visser, Ada Borup Schools
- James Matheson, Osseo Schools
- James DeZurik, Osseo Schools
- Mark Ottinger, Osseo Schools
- Peter Amundson, West Central Area Schools
- Mike McArdle, Winona Area Public Schools
- Lauren Cowell, Winona Area Public Schools

## WELCOME BUSINESS MEMBERS

- Kelsi Schuelke, Siemens
- Robert Simonette, Partition Wall Systems

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## SCHOLARSHIP INFORMATION

1. STUDENT SCHOLARSHIPS
2. MEMBER CONTINUING EDUCATION SCHOLARSHIPS

### Two types of scholarships:

1. The MASMS Scholarship Committee is accepting essays from sons and daughters of all dues-paying and life members of MASMS who are high school seniors graduating in 2019 or are currently a post-secondary student attending a post secondary school in the United States.

Complete the application and essay.

2. The MASMS Scholarship Committee is accepting applications from school members who are interested in pursuing further education in the field of Building and Grounds.

Complete the application form and write a short essay according to the following criteria: ( Max 2 pages ). Tell us the class you are interested in, why you are interested in taking it, and how it would improve your skills in this profession. Tell us how long you have been with MASMS, What activities you have attended and been involved in, and if you have served on any committees. What activities/groups you are involved in outside the organization, in the community, etc.. List if you have served in the Armed Forces.

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

**This year, all applications and essays will be submitted electronically using the form below. If you have any questions, please email Scott Clemente at: [scott@servpro10278.com](mailto:scott@servpro10278.com). You will receive an email confirmation once you submit your application.**

Complete the application form below and submit your essay by April 15, 2019. (You may also go to [www.masms.org](http://www.masms.org) and select "2019 Student Scholarship" to submit your information.) **Awards will be announced by letter in early May 2019.**

### Link:

[MASMS Tom Robinson Memorial Scholarship Application Form](#)



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**MASMS Custodial/Grounds/  
Maintenance  
APPRECIATION DAYS**

Every June MASMS holds events to show appreciation for the custodial, grounds and maintenance staff from our schools. The day is filled with education, a trade show, networking, prizes, lunch and fun.

**You and your staff are invited to participate. It's a great way to thank your Custodial, Maintenance & Grounds Staff!**  
Just \$25 a person -  
a great investment in your staff.  
Registration Includes Lunch.

**You Can Register Now!**  
Go to [www.masms.org](http://www.masms.org), select "2019 Custodial Days" or watch your mail for forms.

**Metro Chapter**  
**Wednesday June 12th  
& Thursday June 13th**  
Thomas Jefferson High School (Bloomington Schools)  
4001 West 102nd Street, Bloomington, MN 55437  
*The same program presented each day, allowing schools to send 1/2 of their staff members each day!*

**North, NW & West Central Chapters**  
**Tuesday June 18th**  
Staples High School  
401 Centennial Drive, Staples, Minnesota

**Southern Chapter**  
**Thursday June 20th**  
Owatonna Middle School  
500 15th Street NE, Owatonna, Minnesota 55060

**This is always a great day for maintenance, custodial and grounds staff. Give yourself and your staff a day for learning new things & networking with peers!**

**VENDOR SHOWCASE OPPORTUNITY**

**All MASMS Business Members are invited to participate in this event!**

Forms are available at [www.masms.org](http://www.masms.org)

**Your participation is a big part of the day.  
We hope that you can join us!**

## Clean Energy Community Education Grant Program

The Minnesota Department of Commerce State Energy Office has developed the Clean Energy Community Education Grant Program to promote clean energy education efforts, to be featured at the State Fair. The grant program is intended to support participation in an educational initiative that showcases the use of energy efficiency and renewable energy, addresses climate issues, and empowers, inspires, and motivates a new generation of energy leaders—of all ages and backgrounds—in communities around Minnesota.

Units of government (city, county, tribal nation, school district, military unit, or other jurisdiction) must be the primary applicant and fiscal agent, but coalitions that include nonprofits, service organizations, and businesses will strengthen the application.

Here is the link to more information: <http://mn.gov/commerce-stat/pdfs/cec-outreach-flyer.1.pdf>

A Request for Proposals (RFP) for the Clean Energy Community Education Grant Program (COMM\_SEO03\_20190215) is available for download on the Commerce RFP webpage: <https://mn.gov/commerce/industries/rfp/>

Applications due April 1, 2019.

If there are any questions, please direct them to Terry Webster: 651-539-1862

*Submitted by Lindsay Anderson, State Program Administrator ~ Minnesota Department of Commerce*



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## No Need to Procrastinate Anymore!

Usually we have the courage to take action and do not procrastinate. However, sometimes we get stuck and freeze and don't do what we need to do. Usually it is fear that stops us from taking action, sometimes it's the pain attached to the activity, sometimes it's perfectionism, and sometimes it's simply indecision.

**Sixteen Fears and Procrastination:** There are many fears that can immobilize us and cause us to procrastinate. I will share with you sixteen reasons why people procrastinate.

**Fear of imperfection:** It is hard for some of us to accept that some things need to be done perfectly and everything else doesn't.

**Fear of not being ready:** This is the concern that we may not have all of the information we need to move forward.

**Fear of the unknown:** We find ourselves asking, "What will people think?"

**Fear of being overwhelmed:** This is when the task is so complex that we don't know where or how to start.

**Fear of making mistakes:** Mistakes are a part of life. We need to ask ourselves, "What can I learn from this?"

**Fear of pain and dread:** When we postpone an unpleasant task, attempting to make life easier and avoiding the distasteful.

**Fear of success:** The concern that we must continue to succeed more and more as we move forward in our life.

**Fear of bad timing:** This is battling our natural biological rhythms and energy cycles. Trying to do a task when we feel fatigued.

**Fear of having to live up to a high standard:** Hoping others won't expect such high-quality work from us again.

**Fear of no pressure:** Some people believe that they need pressure to focus and to finish.

**Fear of change:** When we worry that the change will render us incompetent or irrelevant.

**Fear of difficulty:** When the task seems so difficult that we won't even start.

**Fear of too much responsibility:** Once we start something, the concern becomes, whether we will be able to consistently continue the work.

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## Newsletter Articles

MASMS is accepting articles for the MASMS Newsletters. Articles received before the 20th of each month will be considered for the following months publication. If we have too many articles, they will be held and used in an upcoming month.

Please email them to: [ruth@masms.org](mailto:ruth@masms.org)



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## No Need to Procrastinate Anymore! (Continued from Page 9)

**Fear of finishing:** The concern that if we finish this task, there will be just another awful job to do.

**Fear of being rejected:** It is hard not to take it personally when there is proof that we are flawed in some ways.

**Fear of making the wrong decision:** We get busy with trivial activities to avoid making a decision. So, consider what's holding you back. As they say, "Feel the fear and do it anyway." Release the brakes and move forward and enjoy the adventure.

**Pain-Pleasure Principle and Procrastination:** Procrastination is often caused by the avoidance of unpleasant or painful tasks. We all would rather do something pleasant rather than unpleasant. When we postpone an unpleasant task, we are attempting to make life more pleasurable and avoid the miserable or the painful. Unfortunately, the unpleasant task seldom disappears, thus once the consequences for not performing the activity become more painful than the unpleasant task, we take action.

### So, what can we do to break procrastination?

One of the best strategies to overcome this reluctance to take action is to schedule and handle the unpleasant task first. Just like when we were kids and we would eat our spinach first, get it out of the way, and enjoy the rest of our meal. I still do the same thing, today, when it comes to salad. I don't enjoy it, but I know it's good for me.

Here's another strategy. Sometimes considering the costs of delay can help us get on track and take action. What problems are you creating by waiting? How much anxiety and frustration will you feel by waiting? What opportunities or options will be lost by delay? Also, it helps if we can break up the painful task into small pieces. Slice and dice the task into five, ten, or fifteen minute chunks. We can endure anything painful for a few minutes.

Finally, setting deadlines, and sticking to them can help to get you started on an unpleasant task. Promise to reward yourself promptly after completing the deed. Consider inviting a partner or coworker to work with you. The task may still be unpleasant, but it will be completed more quickly and it may be less painful with some company. Find a way to appreciate the challenge of finishing unpleasant tasks. Give yourself a pep talk along the way. Reward yourself when you are done, you will have earned it.

**Perfectionism and Procrastination:** Perfectionism can certainly be a contributor to the habit of procrastination. Sometimes it is the perfection we seek in the outcome or final result. Sometimes procrastination occurs because we are waiting for the perfect conditions to even get started.

We sometimes wait until we are in just the right mood. Sometimes we wait until we have the ideal time set aside to start and finish. We wait for the perfect conditions, the perfect factors, and unless these ideal circumstances present themselves, decisions, actions, moves, careers, and lives are put on hold. We might have to accept the fact that these perfect conditions may never come. It is difficult for perfectionists to accept that this is an imperfect world and we are imperfect people.

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**No Need to Procrastinate Anymore!** (Continued from Page 10)

We may have to simply strive for excellence, and be happy with work that is frankly, just well done. Sometimes good, is good enough. Be prepared to negotiate the three Q's. Quickness, Quantity, and Quality. If deadlines are moved up, then something will have to give, and it may affect the quantity or a degree of quality. If the quantity changes it may affect the quickness or quality. If the quality expectation is increased, then quickness or quantity might need to be modified. These three Q's help us to accept that this time, the task may not be perfect, but is plenty good enough. Remember, some things need to be done perfectly, everything else doesn't. It is vital, for personal and professional success, to do our best with our most important tasks and in our most important relationships. Doing our best is usually enough.

**Indecision and Procrastination:** It is important to be decisive, but obstacles and potential problems can paralyze our thoughts and actions. When we have a strong desire to be right or a strong desire to avoid being wrong, we may delay decisions. Indecision and perfectionism are often dance partners.

There are four stages of decision-making: Framing the situation, gathering information and intelligence, reaching conclusions, and reviewing and evaluating the process and the product. Spend about 25% of your time on each stage. There is a time for deliberation, and there is a time for action.

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**Info on Health and Safety bills currently active in the legislature:**

There are a number of House and Senate files currently active in the legislation that are related to the Health and Safety programs and funding for the MN public schools. The Health and Safety Committee wants to provide a brief update on the files that appear to have potential impacts if they are passed to help you be aware for planning purposes.

The following is a summary of the file and the designated House File (HF) or Senate File (SF) number so you can reference and read the information if you are interested. You are encouraged to reach out to your representative(s) and promote awareness on the items you feel are important to the operation of your schools. You can read on as well as track the bills from the links below.

**Bills having to do with School Safety Projects using Safety Levy or LTFM:**

SF900 School safety levy increase: [https://www.senate.mn/bills/index.php?ls=&billnum=900&all\\_sessions=&display\\_links\\_only=&special\\_session=](https://www.senate.mn/bills/index.php?ls=&billnum=900&all_sessions=&display_links_only=&special_session=)

SF795 LTFM for School Safety Projects: [https://www.senate.mn/bills/index.php?billnum=795&all\\_sessions=Y](https://www.senate.mn/bills/index.php?billnum=795&all_sessions=Y)

SF1054 LTFM for School Safety Projects: [https://www.senate.mn/bills/index.php?billnum=1054&all\\_sessions=Y](https://www.senate.mn/bills/index.php?billnum=1054&all_sessions=Y)

SF1956 School Safety Grant Bonding: [https://www.senate.mn/bills/index.php?billnum=1956&all\\_sessions=Y](https://www.senate.mn/bills/index.php?billnum=1956&all_sessions=Y)

HF579 School Safety Grant/LTFM: <https://www.house.leg.state.mn.us/bills/billnum.asp?billnumber=579>

School Safety Assessment Requirements: SF177: [https://www.senate.mn/bills/index.php?billnum=177&all\\_sessions=Y](https://www.senate.mn/bills/index.php?billnum=177&all_sessions=Y)

Alternative Fire Drills: HF431: <https://www.house.leg.state.mn.us/bills/billnum.asp?billnumber=431>

Mandatory Radon Testing in MN Schools: SF201: [https://www.senate.mn/bills/index.php?billnum=201&all\\_sessions=Y](https://www.senate.mn/bills/index.php?billnum=201&all_sessions=Y)

Disposal of Pharm Drugs for Schools: HF575: <https://www.house.leg.state.mn.us/bills/billnum.asp?billnumber=575>

Regards, The MASMS Health and Safety Committee

**No Need to Procrastinate Anymore!**

(Continued from Page 11)

Being decisive is one of the keys to unlock the grip of procrastination. If analysis paralysis is the problem, set a deadline for gathering the best information available and then unleash the courage to make the best decision possible. There is a terrible diminishing return on perfectionism.

To be more decisive, consider Pareto’s Principle, or the 80-20 rule: For many events, roughly 80% of the effects come from 20% of the causes. Many natural phenomena have been shown empirically to exhibit such a distribution. So, recognize the few critical activities that will have the greatest impact and focus your attention on doing those things first.

If you are still worried that something may go wrong, be sure to clearly focus on what you want to accomplish, write down the potential obstacles or difficulties you may face, think of a variety of possible solutions, and select the ones that seem to have the best chance. This type of positive planning will keep procrastination at bay. Sometimes we think about the worst thing that can happen and we stall. Do some planning to prevent the worst from happening and make the decision. You’ll be all right.

Kit Welchlin, M.A., CSP, is a professional speaker and author and can be found at [www.welchlin.com](http://www.welchlin.com).

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**CPS Class Scheduled for**

**June 25th & 26th, 2019 in Minneapolis 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. **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 5 weeks of study time).

**Have some fun at work this month!**

**Celebrate these holidays!**

- April 2nd Pillow Fight Day
- April 5th Deep Dish Pizza Day  
Enjoy a pizza lunch day!
- April 7th National Beer Day!
- April 15th National "Day that Sucks"
- April 21st National High 5 Day ~ Give your co-workers a High 5 today!
- April 22nd National Jelly Bean Day

**MASMS July 2019 Boot Camp**

**Dates & time:** Wednesday July 24<sup>th</sup> and Thursday July 25<sup>th</sup>, 2019, 8:00 AM to 4:00 PM, dinner at 6:00 PM on Wednesday evening

**Location:** Holiday Inn, St. Cloud, MN | 75 South 37<sup>th</sup> Ave St. Cloud, MN 56301

**Cost:** MASMS will cover the cost of this training (if you are a member). It includes cost of class, hotel room for Wednesday night (and Tuesday night if 1.5 hour drive), and all meals. (Meals include Wednesday lunch and dinner; Thursday breakfast & lunch).

**Boot Camp Information:**

The MASMS Boot Camp is specifically designed to provide training for facility professionals. The training will be of great value for newly employed facilities managers or seasoned veterans. Custodial—Grounds—Maintenance Management—Security—Health & Safety—Transportation

**The following topics will be covered for each of the above aspects:**

- Standards
- Training
- Management Tools
- Budgets
- Staff Management and Development
- Best Practices
- Equipment Needs
- Inspections/Checklist

**Course Description**

This course provides practical experience and proven techniques to help improve skills in the facilities management field. We will describe today's best maintenance practices and show how other schools have developed high performance facility departments

- Improve management skills
- Optimize maintenance department performance and productivity
- Increase leadership skills
- Prepare facilities department for the day to day challenges

**Instructors** This course is taught by seasoned experienced facility staff from public schools. Mike Boland (No St. Paul/Maplewood/Oakdale ISD #622), Scott Hogen (Mankato Schools), Chis Pint (Rosemount-Apple Valley-Eagan ISD#196) and Laura Masley (Elk River Schools), who have over 75 years of combined experience!

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**When you see a question that a MASMS member sends out to other members—ever wish you could see the answers? Now you can!**

**Now, when a member sends out a question to membership, the answers are posted to the MASMS website!**

**Instructions:**

Go to: [www.masms.org](http://www.masms.org)  
 Look to the left hand side of the windows under “Quicklinks”  
 Click on “Questions and Answers from MASMS Member” Button  
 Select the question you would like to see the answers from!

**If you would like to submit a question, just email the MASMS office with your question, and we will take it from there!**

**Mark Your Calendar  
 MASMS 2019 Chapter Meetings**

4/9/19 Metro Chapter Meeting  
 4/17/19 Southern Chapter Meeting  
 4/18/19 Northern Chapter Meeting  
 4/24/19 NW Chapter Meeting  
 5/1/19 West Chapter Meeting

**Employment Opportunities:**

Check it out at [www.masms.org](http://www.masms.org)  
 New postings weekly.



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