



**DEPARTMENT OF DEFENSE
DEPENDENTS SCHOOLS
OSAN MIDDLE HIGH SCHOOL
Unit 2037
APO, AP 96278-2037**



**OMHS SAC
Osan Middle High School
School Advisory**

Meeting date	Sept 22, 2025
Meeting called to order	4:03pm
Roll Call - SAC Members in Attendance	
Position	Individual in attendance
Chairperson (v)	Ms. Jenny Iverson
Vice-chairperson(v)	Ms. Beckie Javinar
Secretary (v)	Ms. Annetta Quirion
OMHS Principal Designee	Mrs. Bryant
OMHS Teacher Representatives (v x 3)	Mrs. Hefele, Ms. Horn, Ms. Moore
OMHS Student Representative (v x 1)	Kevin Walsh , Aiden Machmer
Osan Air Base Command Representative	Ms. April Kersey
Osan Air Base School Liaison Program Manager	Ms. April Kersey
Other Attendees:	Ms. Dunham, Cpt Kaufman (US Forces Korea rep for J1), Ms. Beaton

Welcome and purpose of the SAC

Parents, teachers, and students working together to advise the principal on school policies affecting students and families, instructional programs and resources, pupil services, and student standards.

2025-26 Goals

- Partner with school and DoDEA officials to benefit students and the community
- Promote active participation by stakeholders
- Provide transparency in SAC processes and accomplishments

Meeting norms

RROO


Old business

Please see agenda items held over from last year.

Reports

OMHS administration	Mrs. Bryant - OMHS dance, 485 enrollment, student planner order pending
Mission Support Group	SLPM-April Kersey reported- military liaison selected for graduation assistance, ASCS (Adolescence Student Council Services) rep for mental health is on at Osan and in-processing. Ms. Kersey asked who the OMHS SAC representative for the IAC is. This is TBD. Ms. Heffele stated crosswalk completed, banner regarding crosswalk hung, and Anchors 4 Life program funding for student ambassador program being funded.

New Business

Topic	Discussion	Step forward	Vote
Parking garage safety	<p>Request the lights in the lower level of the commissary parking garage to be turned on during the day to protect student and staff safety.</p> <p>Submission: The lower level of the commissary parking lot has become a student drop off location for parents, since there is no drop off for students who ride cars. Students also—whether they walk through the parking garage or get dropped off at the parking garage—are running or looking at cell phone or just not paying attention to cars. This all happened since the crosswalk got changed from its original location (which was at the corner) to the middle of the street. Also, the lights are turned off during the day so visibility is poor, especially during a cloudy, rainy, or snowy day. The lights need to be turned on during the day, rain or shine, cloudy or clear skies. We could have a day that starts off clear and becomes cloudy. All this is a major safety issue.</p> <p>Additional Comments: Ms. Dunham brought up painting & light on the crosswalk, there is a blindside corner, more signage</p> <p>Vote: Unanimous to elevate request to the IAC.</p>	Elevate to 	7-0
Athletics and KAIAC	<p>Request a permanent ETP to allow athletes from HHS, OMHS, DMHS (and any other DoDEA Korean high schools of the future) to participate in KAIAC end of season tournaments when they occur after Far East tournaments.</p> <p>The issue was identified when HHS athletic community identified there was no KAIAC tournament listed for multiple fall activities on their official schedule released by DoDEA leadership, leading to discussions amongst affected parents and athletes about this challenge adversely affecting current and future athletes (appears to be an issue that arises every few years). The issue was brought directly to Dr. Bailey at Osan during the questions and answer portion of the Osan 51FW Townhall. Additionally, HHS parents reached out to 8th Army leadership for assistance in allowing their athletes to participate. 8th Army leadership reached out to 7th Air Force leadership to coordinate advocacy for student participation. Senior DoD leaders reached out to Dr. Sherwood and team. The end result is that this season's athletes are allowed to participate in the KAIAC tournaments.</p> <p>Additional Comments: Ms. Heffle explained Far East Programs and Procedural Guide (FEPPG) participation KAIAC Requires Boys & Girls Volleyball, Basketball and Soccer to field teams or risk probation. Probation is for the school not the team. If the probation is in the second year, school can be put up for dismal.</p> <p>Vote: Majority vote to elevate a request to the DAC for a permanent exception to policy allowing DoDEA students from HHS, OMHS, DMHS (and</p>	Elevate to DAC	6-0, 1 abstention

	any other DoDEA Korean high schools of the future) to participate in KAIAC tournament post DoDEA season.		
Books in libraries	<p>Request to separate books in the library by age range to ensure middle school students don't have access to high school appropriate books.</p> <p>Submission: Please separate books in the library by age ranges. It's not appropriate for a 6th grader to be reading books meant and advertised for 14 years old and above. There are concepts 11 and 12 years olds should not be exposed to yet.</p> <p>Additional Comments: A parent brought up the issue due her 11 year old 6th grader reading the book "A Good Girl's Guide to Murder" a book with very mature themes and is recommended for ages 14 and up by major book retailers. Discussed separating books by age. Ms. Dunham recommended putting 'YA' (Young Adult) stickers on these types of books. These stickers are used by the American Library Association. DoDEA Europe has implemented these stickers in their libraries. Possibly need Form-889 for approval. Adding these stickers will take time and will be based on the fiscal budget per Ms. Bryant. The YA stickers cost \$8/500 sticker with the cost for the protective stickers for more than 10,000 books. Ms. Dunham will need hands-on help and volunteers to add these stickers to books.</p> <p>Mrs. Javinar recommended approaching PTSO and Mrs. Iverson suggested TOSC (Team Osan Spouses Club) to request funding. Ms. Dunham will do the math on budget and share the cost required to achieve this goal. Ms. Beaton suggested multiple base organizations to help apply the stickers when ready.</p> <p>Mrs. Bryant said that she is in support of the proposal and using donated funds will accomplish the goal more quickly than using DoDEA funding due to the intricacies of the DoDEA budget and funding process.</p> <p>Vote - none needed, will proceed with requesting funds and volunteers from base approved private organizations and student groups when the stickers are available to apply.</p>	School level	No Vote
Open House Format	<p>Holdover from last year.</p> <p>Original Submission Oct 21, 2024:</p> <p>Parents with multiple children find it challenging to attend Open House and meet all their children's teachers, particularly when covering grades 6-12 in a single evening.</p> <p>COA 1: Staggered Time Slots for Grade Levels Description: Organize the open house by staggering time slots for different grade levels or departments. For example, 6th-8th grade teachers could be available from 5:00-6:00 PM, 9th-10th grade from 6:00-7:00 PM, and 11th-12th grade from 7:00-8:00 PM.</p> <p>Benefit: Parents with children in different grades can prioritize which meetings to attend without rushing or missing out, making the event more manageable.</p> <p>Why it's effective: This approach allows parents with children in multiple grades to focus on one grade level at a time. They won't have to run between classrooms or miss out on meeting certain teachers because everything for a specific grade happens at the same time. Parents can plan their evening based on the time slots that correspond to their children's grades, ensuring more manageable scheduling.</p>	School level	No Vote

	<p>COA 2: Virtual Component for Flexibility Description: Offer a hybrid option where parents can attend in-person or via virtual meetings. Teachers would provide a Zoom or Google Meet option for parents who can't physically attend all sessions. Recordings of key introductions and overviews could be shared afterward. Benefit: This gives parents the flexibility to attend virtually if they can't make it to every in-person session, allowing them to connect with each teacher at their convenience.</p> <p>Why it's effective: This option offers flexibility, especially for parents with overlapping schedules or who may need to prioritize one child over another. By including a virtual option, parents can meet teachers they might have missed in person, making sure they still receive the same important information. It also accommodates parents who may have conflicting work schedules or who cannot physically attend all meetings.</p> <p>COA 3: Dedicated Multi-Night Events by Grade Bands Description: Spread the open house over multiple nights by grade bands (e.g., one night for middle school, one night for high school). Each night would focus on specific grades (e.g., 6th-8th on one night, 9th-12th on another), so parents can better manage their schedules. Benefit: Parents can attend on separate nights without feeling rushed, ensuring that each child gets equal attention from their respective teachers.</p> <p>Why it's effective: A multi-night approach prevents overcrowding and ensures parents have enough time to visit all the necessary teachers. Parents with children in different grades don't have to juggle multiple appointments at once or feel rushed. They can attend on separate nights and get personalized attention from teachers.</p> <p>Original solution: OMHS Staff working group created to discuss potential changes. No working group product was available during the subsequent 2024-25 OMHS SAC meetings.</p> <p>Submission: 2025-26 SAC has requested the report from the OMHS staff working group solutions from 2024-2025.</p> <p>Additional Comments: Ms. Bryant has not heard back from the Open House Committee regarding what they decided. They did not pick from any of the three options provided by SAC or provided a different potential resolution.</p> <p>Vote: No vote, Mrs. Bryant said she would ask the committee again for their conclusion.</p>		
<p>Godeok Activity Bus Stop</p>	<p>Holdover from last year.</p> <p>Original submission April 14, 2025</p> <p>Add a bus to at least one of the two stops for the area for students to use for all the after school activities including a large number participating in spring sports.</p> <p>Ms. Bryant will reach out to the Transportation Department. Response from Transportation Dept to come. Transportation department responded on April 15: - They are looking into providing a stop in Godeok. It might not be</p>	<p>School level</p>	<p>No Vote</p>

	<p>added this school year but it will be addressed.</p> <p>Original solution: Could not be added for 2024-25, but would be looked at for 2025-26.</p> <p>Submission: 2025-26 SAC is requesting an update on this issue.</p> <p>Additional Comments: Per Ms. Bryant there has been no movement in getting a designated activity bus stop for the area, families who move to the area are aware that there is no activity bus stop in Godeok.</p> <p>Vote: None needed,</p> <p>Further update from Ms. Bryant will be discussed at the next meeting.</p>		
<p>Working group on supporting coaches and sponsors</p>	<p>Holdover from last year.</p> <p>Original submission April 14, 2025</p> <p>Many sports have DoDEA staff coaches without experience. Some DoDEA coaches are not doing any coaching and getting paid. More experienced volunteers are disincentivized from participating because they are not paid. Currently:</p> <ul style="list-style-type: none"> ● Coaching opportunities for the year go out in May ● Coaching opportunities are offered first to full time OMHS staff ● Then to DoDEA employees (ex- OES/Subs) ● “First past the post”- no sport or coaching experience required ● A DODEA employee who takes the coach role without experience is a sponsor and encouraged to recruit a volunteer coach. ● DODEA policy states a 10:1 ratio for adults to players. If there were no volunteers, then there would not be enough adults to allow them to travel for games. ● If no DoDEA affiliated coach/sponsor, NO sport ● While there is a coach and assistant coach for most sports, only one coach is paid by DODEA ● Stipend varies based on the sport <p>Option 1- \$\$-Propose that volunteers with experience coaching the sport get paid a stipend/ share the stipend with the DoDEA employee Solicit donations from private orgs to pay the volunteers</p> <p>Option 2- Advertising- Advertise better to all DoDEA employees (including subs) to inform of the opportunity DoDEA AD attend Newcomers, Pre-Arrival, Osan Announcements, Scratching Post, MFRC volunteer, ALS</p> <p>Option 3- Our request ****Change requirements:</p> <ul style="list-style-type: none"> ● Include coaching and sport-related experience in job descriptions/qualifications ● Open positions for all applicants equally regardless of DoDEA employment ● Base job offers on a rubric system that prioritizes experience in coaching and sport ● Coaches hired without experience be required to attend coaching and sports/specific training (model on CYP volunteer training- National Alliance for Youth Sport for HS level) if selected ● Bi- Annual athletic and sports-specific training even for experienced coaches ● Since hiring occurs in May, there will be time for non-DoDEA employee to get hired as a “part-time” employee/coach 	<p>School level</p>	<p>7-0</p>

Feedback from OMHS:

Reports that some staff are concerned with this agenda item and feel like they are not valued - this was not the intention of the SAC discussion item
Some coaches using the stipend to provide supplies
Some sports do not have enough supplies
Administration/athletic director needs to be notified if they need new supplies or uniforms
Uniforms should be replaced every 4 years
Football helmets and pads gets replaced every year for safety reasons which takes up a portion of the uniform budget
Uniform funds must only be used for uniforms
Concerns that non-DODEA coach might not have any experience working with children, even if they have experience with the sport

Parent input by Dr. Lowe:

- What can we do as parents to elevate?
 - Parents can act as ambassadors
 - Parents can submit to defense state liaison office to express concern
 - Parents can write op-ed to military publications to increase visibility
- This can be an opportunity to support spouse employment
- Dr. Lowe has drafted proposals for funding
- The payment amount does not need to be the same as the DODEA employee, but any reimbursement for the role is appreciated.

Planning:

Funding and hiring should be separate discussion topics
Working groups to create valid solutions
Elevate with the goal to change policy

Vote: to create a working group to address funding, visibility, and challenges in supporting a strong athletic program.

- Unanimous vote to create working group(s)
- Beckie Javinar in communication with school administration about possible meeting dates/times for commencing working group.
- Seeking working group volunteers.

Ultimate goal: Rewrite the proposals to support the current coaches and allow room for opportunities for more value for helpers

Rewrite proposals to emphasize a change to policy to support the student experience and advocate for additional roles.

Original solution: There were no staff willing to participate in this working group, therefore, no working group was created.

Submission: Create a working group made up of coaches, sponsors, parents, and athletes to discuss:

Talent management
Support for coach/sponsor training
Allocation of funding for extracurricular/sports supplies

Additional Comments: Not enough time to discuss at this meeting.

Vote: Motion to table discussion and add as the first agenda item for the next meeting.

Open Forum Discussion

- Challenge Material Review Committee - convenes to review materials that are challenged by parents, must have a SAC member from OES and OMHS. Unanimous vote to have J Iverson serve on the committee from OMHS.
- Ms. Bryant suggests adding successes that have been attained over the last year to the meeting agenda. For example: the 8th Grade Graduation and New Crosswalk.
- The meeting adjourned at 5pm.

Closing

Next meeting date: November 3rd

Submissions due by: Oct 26, 11:59 pm

Submitted by: Annetta Quirion