



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



OMHS SAC

Osan Middle High School
School Advisory Committee
Meeting Agenda

Meeting date	Nov 3, 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	Mr. Charles Campbell
Osan Air Base School Liaison Program Manager	Ms. April Kersey
Other Attendees:	

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

- 2024-25 successes- 8th Grade Graduation, new crosswalk, Songtan bus stop moved to meet family requests. .

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Godeok Activity Bus Stop	<p>Original submission April 14, 2025 Update Oct. 9, 2025</p> <p>Mr. Glover for DoDEA Transportation Department: “We will start supporting the Godeok area starting after winter break, that is when 51 LRS stated they would be able to coordinate adding that area, and us to seek additional funding for the addition. However, they (51LRS) did also state that during exercises, they may not be able to support the Godeok area”.</p>
Labeling books in libraries	<p>Original submission Sept 25, 2025 Update Oct 1, 2025</p> <p>Ms. Dunham was able to get a quote for the cost of 15 and 20 rolls of YA labels to add to school library books. Due to lack of available funds, the request has been tabled until January 2026. Mrs. Beaton will continue to be the liaison between SAC and PTSO on this issue. Additionally, she has submitted a request to TOSC for this funding. TOSC is not currently funding community grant requests.</p>
Parking garage safety	<p>Original submission Sept 25, 2025 Request to Mr. Campbell Oct 14, 2025 (IAC not functioning? Govt shutdown?)</p> <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. Mr. Campbell requested that CE make sure the lights are working once it becomes dark. He is looking for feedback as to whether the SAC request has been achieved.</p>
Athletics and KAIAC	<p>Original submission Sept 25, 2025</p> <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>
Open House Format	<p>Original Submission Oct 21, 2024 No update available at Sept 25, 2025 meeting</p>

Reports	
OMHS administration	
Mission Support Group	

New Business			
Topic	Discussion	Step forward	Vote
Working group on supporting	Original submission April 14, 2025		

coaches and sponsors

Submission from September 25, 2025

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

BACKGROUND from original submission: Some sports have DoDEA staff coaches without experience. Some DoDEA coaches are not actively coaching and still getting paid. More experienced volunteers are disincentivized from participating because they are not paid. This can put our student athletes at risk for injuries and limit their growth in their chosen sport. Currently:

- 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

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

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

Option 3- Our request ****Change requirements:

- 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

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

	<p>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</p> <p>Parent input by Dr. Lowe:</p> <ul style="list-style-type: none"> ● What can we do as parents to elevate? <ul style="list-style-type: none"> ○ 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. <p>Planning:</p> <p>Funding and hiring should be separate discussion topics Working groups to create valid solutions Elevate with the goal to change policy</p> <p>Vote: to create a working group to address funding, visibility, and challenges in supporting a strong athletic program.</p> <ul style="list-style-type: none"> ● 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. <p>Ultimate goal: Rewrite the proposals to support the current coaches and allow room for opportunities for more value for helpers</p> <p>Rewrite proposals to emphasize a change to policy to support the student experience and advocate for additional roles.</p> <p>Original solution: There were no staff willing to participate in this working group, therefore, no working group was created.</p> <p>Additional Comments: Not enough time to discuss at this meeting.</p> <p>Vote: Motion to table discussion and add as the first agenda item for the next meeting.</p>		
	<p>Submission: A request to enforce the dress code rules for all headwear during school hours.</p> <p>Background: Implementation of the dress code fairly across the board for all students. There are students wearing bonnets at school. If headwear like hats, bandanas, or hoodies are not permitted in school, bonnets should not be acceptable either.</p>		

Open Forum Discussion			

Closing

Next meeting date:

Submissions due by: