



**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	4:00
Roll Call - SAC Members in Attendance	
Position	Individual in attendance
Chairperson (v)	Ms. Jenny Iverson
Vice-chairperson(v)	Ms. Beckie Javinar
Secretary (v)	Not here
OMHS Principal Designee	Mrs. Bryant, Dr. Ekeh
OMHS Teacher Representatives (v x 3)	Mrs. Heffele, Ms. Horn, Ms. Moore
OMHS Student Representative (v x 1)	Aiden Machmer
Osan Air Base Command Representative	Ms. April Kersey- Acting
Osan Air Base School Liaison Program Manager	Ms. April Kersey
Other Attendees:	Capt Morris and Col Parker, USFK- J1 Mr. Silbaugh, union rep Sierra Beaton, parent

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- Anchored 4 Life training and ambassadors, 8th Grade Graduation, new crosswalk, Songtan bus stop moved to meet family requests.



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”. 30 Oct- Mr. Glover- who is operating the bus (KN unless korean holidays) 1930 shift end, 1920 back to bus pool.</p> <p>Update Nov 3, 2025</p> <p>The bus stop will be near LH2 apartments on the opposite side of the road from the current stop so that the bus can be returned to the motor pool at the contracted time. Transportation will need a list of winter participants to determine stops. Bus will run as normal, no disruption during exercises Low numbers of bus usage in Fall - 21% average of utilized space. The bus will run regardless of these numbers and usage will continue to be tracked.</p> <p>Ms.Heffele- numbers of users may go up as more families move in Mrs.Javinar- during game times, activity bus usage may go down as players are at games</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> <p>Update Oct 28, 2025 -Bryant emailed Dunham to work with school supply tech to see if school can order from the site; or fundraiser from bookclub– response “will do”- follow up with Mr.O- waiting for final response from Ms. Dunham</p> <p>Nov 3, 2025 -We are pursuing all avenues and hope to hear back from TOSC soon to be able move forward with this request. .</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. Additionally, the request was made to repaint the handicap spot markers to make them easier to see Mr. Campbell requested that CE make sure the lights are working once it becomes dark.Mrs. Kersey followed up with Ms. Dunham and Mr. Campbell to clarify that the flights are the primary issue and the request is to have them on all day long. This will make it easier for drivers to see around corners and avoid pedestrians</p> <p>Update- October 27, 2025- Ms. Kersey re-attached with Mr. Campbell- looked at handicapped spots- no signs, blue cement block. Mr. Campbell reached back out to CE about handicapped signs, add another mirror on the commissary side, the reason the lights are not on all the time is due to save energy. not all the time= saving energy. Perhaps the lights could be on from revelry to taps?. Beckie showed pictures she had taken of Daegu’s parking garage, well lit, that will be forwarded to April to forwarded to Mr. Campbell to show our request– perhaps on motion censor?</p>

	Ms. Kersey will follow up and report back regarding additional requests
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 and in between sports.</p> <p>Updates- Nov 3, 2025- Mrs. Bryant elevated these concerns on Sept 22nd and Oct 29th- we are now waiting for a response from the DAC, when they reach out to the region approximately Dec. 5th.</p>
Open House Format	<p>Original Submission Oct 21, 2024</p> <p>No update available at Sept 25, 2025 meeting</p> <p>First meeting will be Nov 6th 2025 from 3:15-3:40. Mrs. Javinar will be there as a parent rep, Mrs. Reeves and Izzy have been invited as a parent rep and student rep.</p> <p>Mr. Silbaugh from the union volunteered Dr. Che or himself to be the person on the committee, because current union agreement only allows for one open house. Mrs. Bryant clarified that the school will be sticking with one open house.</p> <p>Mr. Bryan will resend the original COAs submitted to Mr. Silbaugh- they were sent last February, last week as well as with the invitation to attend the meeting.</p>

Reports	
OMHS administration	<p>Please see attachment for the principal's report.</p> <p>ACCELERATED WITHDRAWAL DATE is DEC 5th</p>
Mission Support Group	<p>Ms. Kersey- regarding the garage, please keep telling us about the community's needs, even before SAC and IAC to see if it can be addressed as quickly as possible.</p> <p>Town Hall in November date TBD- watch Facebook for details.</p> <p>The MSG and base continue to focus on tour normalization, holding frequent meetings with DoDEA to track capacity, ensure have appropriate number of teachers.</p> <p>Possible IAC dates will be sent to DoDEA- Mrs. Martin from OES might be the IAC Chair.</p>

New Business			
Topic	Discussion	Step forward	Vote
Working group on supporting coaches and sponsors	<p>Original submission April 14, 2025</p> <p>Submission from September 25, 2025</p> <p>Proposal to create a working group made up of coaches, sponsors, parents, and students to discuss:</p> <p>Talent management</p> <p>Support for coach/sponsor training</p> <p>Allocation of funding for extracurricular/sports supplies</p>	Agree to create a working group	<p>5-0, 1 Abstention</p> <p>Yes: Mrs. Iverson Mrs. Javinar Mrs. Horn Mrs. Moore Aiden Machmer Abstention: Ms. Hefele</p>

Update- Nov 3, 2025. Mrs. Bryant sent an email to staff requesting participants on Oct 28th- sent new request to staff, 1 response from teacher; we can push out via Facebook to parents

Mrs. Bryant-applying to be a substitute in order to be paid as a coach will not work- if sub declines 5 times no longer a substitute EDA payment- district spends money to get on and off system- this approach would be a financial burden. It won't help if this committee comes up with ideas that won't work - community members ideating without having DoDEA participation to explain the policies in place.

Mrs. Iverson asked- How do we get school staff interested? The intention of the committee is to examine ways to support our staff who do volunteer to take on these roles as well as ensure our students have the most knowledgeable and supported coaches and sponsors.

Mrs. Beaton asked- is there resistance? Something else at play that makes this an issue that leads to a block, majority of people

Stephanie Horn stated- people have asked her- is this safe, will our ideas be listened to?

Ms. Hefele said perhaps break into the goals into pieces to make it easier to recruit people

Mr. Silbaugh said- there is currently a system in place - he's going to be a soccer coach but has no idea how to coach soccer, will learn on the job.

Mrs. Javinar- This has been an issue at every DoDEA school our children have attended- it was an issue 10 years ago and continues to be one--we don't want this to be an issue for our grandchildren.

Mrs. Bryant said- the staff wants to know if the effort they put in will be worth spending time on if no changes come about?

Aiden said- looking at KAIAC and Far East, we need a committee to look at this because, as athletes, we have trouble competing and being successful against teams whose coaches have more training and background in the sport.

Mrs. Iverson reiterated that the committee needs DoDEA staff members to help come up with viable suggestions forward. Parents have many ideas and opinions and want to work in partnership with the professionals who are giving their time and energy to support our students. Change can happen, maybe slowly, but if we don't come up with suggestions for steps forward, nothing will change. UPK is a great example of SAC members hearing from parents about a need, bringing it to the table, and working through challenges to create a program that is best for our families and kids.

Mrs. Iverson requested the DoDEA and union policies/ instructions that currently govern hiring, training, and supporting coaches and sponsors to understand what current policies exist.

BACKGROUND from original 2024-25 submission: Often the same dedicated teachers coach and sponsor many events to ensure children have opportunities. It can be difficult for DoDEA to get other teachers to sign up to coach/sponsor. 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. It results in valid extracurricular opportunities like the Amazing Shake from not occurring at OMSH.

Currently:

- Coaching opportunities for the year go out in May
- Coaching opportunities are offered first to full time OMSH 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, Oson 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 OMSH:

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

	<p><i>with children, even if they have experience with the sport</i></p> <p><i>Parent input by Dr. Lowe:</i></p> <ul style="list-style-type: none"> ● <i>What can we do as parents to elevate?</i> <ul style="list-style-type: none"> ○ <i>Parents can act as ambassadors</i> ○ <i>Parents can submit to defense state liaison office to express concern</i> ○ <i>Parents can write op-ed to military publications to increase visibility</i> ● <i>This can be an opportunity to support spouse employment</i> ● <i>Dr. Lowe has drafted proposals for funding</i> ● <i>The payment amount does not need to be the same as the DODEA employee, but any reimbursement for the role is appreciated.</i> <p>Planning:</p> <p><i>Funding and hiring should be separate discussion topics</i> <i>Working groups to create valid solutions</i> <i>Elevate with the goal to change policy</i></p> <p>Vote: <i>to create a working group to address funding, visibility, and challenges in supporting a strong athletic program.</i></p> <ul style="list-style-type: none"> ● <i>Unanimous vote to create working group(s)</i> ● <i>Beckie Javinar in communication with school administration about possible meeting dates/times for commencing working group.</i> ● <i>Seeking working group volunteers.</i> <p><i>Ultimate goal: Rewrite the proposals to support the current coaches and allow room for opportunities for more value for helpers</i></p> <p><i>Rewrite proposals to emphasize a change to policy to support the student experience and advocate for additional roles.</i></p> <p>Original solution (school year 2024-25): <i>There were no staff willing to participate in this working group, therefore, no working group was created.</i></p>		
<p>Dress Code</p>	<p>Submission: A request to enforce the dress code rules for all headwear during school hours.</p> <p>Background: Parent statement- “request 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> <p>Update Nov 3, 2025. Mrs. Bryant- On 10/29- Dress code reminder sent out to families. OMHS follows the DoDEA dress code, which doesn’t address headwear. OMHS administration has requested that OMHS employees use dress code violation discussions as teachable moments.</p> <p>Mr. Silbaugh asked- can we put in a request to AAFES to request that school appropriate clothing be sold at exchange?</p>	<p>Handled at the school level</p>	

Closing

Next meeting date: Jan 12th, 2026

Submissions due by: Jan 4th, 11:59 pm