

July 12, 2023

To Whom It May Concern:

It is with great pleasure that I write this letter of recommendation for Benard Veasley. I had the pleasure of working with Benard for almost two years. We hired him to lead the Department of Transportation for the Stockton Unified School District. Benard came to us with a wealth of experience and immediately began to utilize his skills.

Benard entered a department that was in turmoil. Just as the District had numerous changes so did the Transportation Department. It was made up of a culture of confrontation and lacked teamwork. From the first day he stepped into the position, Benard began to look for the core root of the problems that were causing drivers to consistently call in sick and others refusing to pick up extra routes. Because of the ongoing struggles he would make frequent appearances in my cabinet meetings. I immediately began to see his ability to build relationships and get staff to work together.

The department had a strong division between management and the union leadership. Within a few months my weekly standing meetings with the CSEA union leadership began to shift to solution-based meetings, *largely because of the collaboration being led by Benard*. The union vice president began mode to take on more routes and model teamwork for his colleagues. He began to work with Benard, and more drivers began to accept extra routes.

The issue of absences also began to be reduced. The average daily absenteeism ranged from 15-20% for years. Once Benard brought the team together the absentee rate reduced to 2%. This improvement had an exponential impact on the culture in the department as the team began to come in early and strategize and plan before their workday began.

Benard's ability to bring teams together, his attention to detail, and his commitment to address issues immediately, before they grow was most evident in the response from parents. The daily calls I received from parents began to disappear. He modeled the importance of customer service, and it trickled down to all members of the department. The culture became one of commitment to students as opposed to focused on adult issues.

John Ramirez Jr, CEO

 equityinus@gmail.com

 559-804-0184

 equityinus.com

Benard is a very knowledgeable and hands-on Transportation Director. He is committed to building strong collaborative teams that work for the benefit of students and he will put in the time needed to accomplish his goals. I offer him my highest recommendation. Please do not hesitate to call me if you have any questions at (559) 804-0184.

Sincerely,



John Ramirez, Jr.

John Ramirez Jr, CEO

✉ equityinus@gmail.com

☎ 559-804-0184

🌐 equityinus.com