

To Whom it May Concern:

July 5, 2023

I am pleased to have the opportunity to write a letter of recommendation for Mr. Benard Veasley. Based on his many personal and professional merits, I urge you to give him your highest consideration as a *Transportation leader in your organization.*

Six months into my tenure as Chief Business Official of Stockton Unified School District in 2021, I found myself in search of a transportation director to oversee our district's Transportation Department. We searched far and wide for someone who was intelligent, a good communicator, well respected by peers, had the right technical chops, and possessed a natural disposition toward problem-solving. Mr. Veasley immediately rose to the top of our list based on his experience, engaging personality, and keen insight into how the domain of transportation and the world of managing transportation staff, bus assets, and organizational expectations intersect.

Mr. Veasley took on a department that had been leaderless for the past year and faced significant turnover of staff, grievances, and unprofessional behavior. Right out of the gate, Benard focused on establishing an early and authentic rapport with his employees as well as with senior Cabinet, his peers, and school sites. Having inherited many issues that had been left mid-stream, Benard applied systems thinking to each situation and outlined realistic paths forward. I always appreciated when Benard walked into my office, as he brought thoughtful solutions, concrete plans, and optimism to each endeavor.

While we worked together, Benard expertly navigated the complicated waters of managing a large transportation department which had been leaderless and out of control. When tasked with creating a plan to present to senior cabinet regarding his transportation reinvention plan, Benard spent day and night coming up with creative, innovative, and out-of-the-box ideas. Anyone who has been a Transportation Director for many years, like Benard, knows the challenges that will come when taking over a department with numerous issues. Simply put: this did not make Benard the most popular man in the room. But he always maintained poise, grace, and respectability no matter what was lobbed in his direction. Benard was 100% clear about what his job was: get students to school on time, minimize employee absences, stop employee turnover, get employees excited about coming to work, and have employees commit to the mission.

Though some of those days and months were dark indeed, I would be remiss to not mention the pleasure I had observing Benard win the hearts and minds of his employees. Benard Veasley possesses the acumen and dedication needed to be a successful Transportation leader anywhere he goes and I look forward to seeing him take his next steps in his professional journey.

Sincerely,



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