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Board Cover Memorandum

To Board of Education

From Kyla Johnson-Trammell, Superintendent
Tara Gard, Chief Talent Officer, Talent Division

Meeting Date March 26, 2025

Subject Recognition – Oakland Unified School District - 2024-2025 Classified School Employees of the Year - Talent/Human Resources Department

Ask of the Board Adoption by the Board of Education of Resolution No. 2425-0076 Recognition - District's 2024-2025 - Classified School Employees of the Year, collectively and individually in the categories named below:

Employee	Category
Elva Castillo	Paraprofessional
Amparo Ochoa	Clerical & Administrative Services
Jenny Situ	Food & Nutrition Services
Beverly Phillips	Custodial & Maintenance Services
Alfredo De La Torre	Security Services
Jaliza Collins	Health and Student Services
Peter Bugno	Technical Services
Bobby Batom	Skilled Trades

Background Annually the District identifies and honors its own, and OUSD's Classified School Employees of the Year program aligns with the criteria used by the State of California Classified School Employees of the Year program.

Discussion The purpose is to recognize and pay special tribute to the tireless efforts and outstanding performance of one experienced classified line employee in each of the following categories: Paraprofessional Services; Clerical and Administrative Services; Food and Nutrition Services; Custodial and Maintenance Services; Security Services; Health and Student Services; Technical Services; and Skilled Trades. The District's honorees are in turn submitted to the Alameda County Office of Education in consideration of state Classified School Employees of the Year.

Fiscal Impact N/A

**RESOLUTION
OF THE
BOARD OF EDUCATION
OF THE
OAKLAND UNIFIED SCHOOL DISTRICT
Resolution No. 2425-0076**

- Recognition – Oakland Unified School District - 2024-2025 Classified School Employees
of the Year - Talent/Human Resources Department -

WHEREAS, the goal of the District’s Classified School Employees of the Year program is to identify and honor outstanding classified line employees in each of the following categories: Paraprofessional Services; Clerical and Administrative Services; Food and Nutrition Services; Custodial and Maintenance Services; Security Services; Health and Student Services; Technical Services; and Skilled Trades Services, and

WHEREAS, Elva Castillo, Amparo Ochoa, Jenny Situ, Beverly Phillips, Alfredo De La Torre, Jaliza Collins, Peter Bugno, and Bobby Batom, each, collectively and individually, were selected as Oakland Unified School District's 2024-2025 “Classified School Employees of the Year” and these employees may represent the District in the State of California Classified School Employees of the Year competition, and:

WHEREAS – Ms. Elva Castillo, Paraeducator at Cleveland Elementary School, is known as someone who both consistently and carefully listens within her environment. She is said to then respond with astonishing depth, patience (in all capital letters), creativity, joy, and integrity on behalf of both the adults and the children she works with. Her accessibility to everyone is valued throughout the community, and

WHEREAS – Colleagues of Ms. Castillo unanimously note their amazement that they have such a special person in their midst. They say she embodies the deepest level of empathy a person can—along with a high level of enlightenment—which spreads across the entire school environment and beyond. She is considered a highly stable presence. She brainstorms with general education teachers on best practices, both to reach and connect, with individual students in her care, which allows her influence to be felt far beyond a single classroom, and

WHEREAS – Beyond her daily duties, Ms. Castillo may be most prized for her ability to reengage disengaged students. She can often be seen running and playing tag in the yard; she makes herself physically everywhere that students are. She will do whatever necessary to engage a student. She focuses on relationship first, honoring students exactly where they are, creates a safe space, and listens deeply. She then offers time, space, and encouragement for students to reengage, always looking for a bridge to a breakthrough on behalf of a student;

WHEREAS – Ms. Amparo Ochoa, Program Assistant I at Oakland Adult and Career Education is commended and recognized for her excellence, openness to learning, and thoughtful interactions with adult students in the community. Colleagues say she is a gem, always helpful and willing to roll up her sleeves and dig in, regardless of the task at hand. She treats every

staff member and student with tremendous respect, always advocating for the student experience. She desires them to have the best educational experience possible, and

WHEREAS – Ms. Ochoa oversees her site’s translation needs to the best of her ability, despite multiple unfamiliar languages. Her interactions with people are viewed as particularly thoughtful. She approaches each person with genuine kindness, often going beyond her responsibilities to help students. Because she is on the front lines receiving questions, she offers thought partnership to site leadership, relaying student voice and giving insight regarding what students need, and

WHEREAS – Ms. Ochoa is known for her desire and willingness to support staff members who are limited English speakers, helping them apply for employment or supporting them with paycheck issues, understanding how important answers are in the moment critical issues occur. She is known for her follow-up, always ensuring she's done what she has promised. She aims to support students and ensure they are successful, going beyond her job description to increase the chances of them accomplishing their goals:

WHEREAS – Ms. Jenny Situ, Production Assistant 10, at the Central Kitchen is commended and recognized for being a tireless hard worker and a self-starter with an impeccable attendance record, always committed to high-level service. As a key person on the production floor, whether she is assisting with needed items to go into packets, maintaining the counts, or doing other essential tasks on the line, Ms. Situ represents the eyes and ears of the production line, ensuring services continue running smoothly to help the District deliver 37,000 meals per day to its students, and

WHEREAS – Ms. Situ has been with the District for over twenty-four years, she is always noted for her welcoming demeanor. She is a leader for the line personnel and is the go-to person a good deal of the time. Her presence represents an improved morale which leads to more consistent quality of the meals in OUSD schools. She knows every area of the production floor and will often be utilized in areas that are not standard for her, since English is her second language, and multiple staff members speak limited English. She is the in-house Nutrition Services interpreter, interacting directly with employees in need as well as management that requires language translation to support employee communications, and

WHEREAS – It is said that wherever Ms. Jenny is needed, she is there, almost without being asked, always watchful and proactive;

WHEREAS – Ms. Beverly Phillips, Lead Custodian for Burckhalter Elementary, an eighteen-year employee of Oakland Unified, is commended and recognized for her impeccable work, ensuring the highest standard of cleanliness is continually maintained. It is said that if any problem arises, it is handled, literally within nanoseconds, and

WHEREAS – Fully active within the community, she assists with the Custodial Services Scholarship Program event support while also being considered her school’s resident social committee chair. She is known for a high-touch care for everyone who crosses her path, whether cards for multiple occasions or welcoming new members of the Burckhalter community. Beyond her kindness, Ms. Beverly is a woman of action—whether within the workplace, at church, or in the community, she steps up without hesitation. Her dedication goes

far beyond duty; she serves with heart, making every space she enters a little brighter and every person she meets a little lighter, and

WHEREAS – While she takes the time to explain the effects proper disposal has on the students, staff, and the environment, she helps students determine what goes into compost, recycling, or landfill that they may learn about reducing waste and conserving their resources. While this element of her leadership is such a large part of her role, it may be more important to note that the students wait for her so they can interact with her, especially waiting for her warm hugs. Her commitment to the Burckhalter community is unparalleled;

WHEREAS – Mr. Alfredo De La Torre, Noon Supervisor at Manzanita Community School has served in his own community for seven years. Colleagues say there is an intangible quality about Alfredo's presence on the yard, a safe comforting feeling. He not only keeps the students physically protected, but, equally as importantly, emotionally safe. Families trust him implicitly to care for their children on the school yard and in other spaces as well. He is known for creating a solid layer of safety to the somewhat unstructured times in the school day. His service to the children is tangible and specific, and

WHEREAS – As a father and parent in his school community, Mr. Freddy represents the community itself where over fifty percent of the student population is Latina/o/x. Because he is a fellow parent and from the neighborhood, it makes a huge difference in how he engages in the community and the community's comfort engaging with him. He knows the students, observes them in an authentic way, and is able to meet their needs. Colleagues say he notices what's important to the students and makes a point to speak to them in ways that make them feel seen and heard, and

WHEREAS – At recess, he is always seen playing and coaching soccer, helping solve problems, noticing students who may be feeling sad or are extra shy and going out of the way to make them feel included. He is seen as someone whom students trust implicitly;

WHEREAS – Ms. Jaliza Collins, former Fremont student and now College and Career Readiness Specialist at Fremont High is commended and recognized for continually creating meaningful experiences for students by fully connecting to student interests, assisting them with college applications and financial aid, while also supporting them in discerning their life dreams, and

WHEREAS – Jaliza has multiple youth-facing roles engaging the youth of Fremont and beyond. Whether she is supervising the tech interns who are fixing Chromebooks for the District, the Oakland Athletic League media team, that is, the students who cover District athletic games, or as staff advisor for the 11th graders in *Peer Forward*, an organization that empowers students in low-income communities to lead their peers to and through higher education by harnessing the power of positive peer influence, or her work with Oakland Promise ensuring students are applying for scholarships, she can be counted on to always hold students at the center of her work, and

WHEREAS – Ms. Jaliza helps all students create paths that fit their needs and dreams; she holds the awareness and memory that she was once where they are. She supports them in the ways she needed when she was a student and is their biggest cheerleader and advocate on campus. She can be found after school late into the day, early in the morning before sunrise, and even on the weekends making sure students are getting their all the support they need;

WHEREAS – Mr. Peter Bugno, Student Information Specialist III with Tech Services is commended and recognized for holding major responsibility within the network team as it has sought to streamline student email accounts, which are also used as student logins for Google, Chromebooks, state testing, *and* EdTech applications. His role is critical to the student learning experience. Colleagues say family contact-ability has improved under his influence, that he is an excellent solution architect working closely with the clerical team, attending their weekly drop-in sessions to answer questions, and as a result, school site front office staff are supported and empowered, and those staff members are better equipped to give families right answers the first time, and

WHEREAS – In his position, Mr. Bugno oversees multiple processes ensuring they operate with fidelity, scalability, and efficiency, ensuring grade reporting gets done on time with all the attendance-taking procedures that have to be followed. As system administrator for the Aeries attendance system, Peter leads the team, overseeing systems so they are intuitive and make the most sense. He sits on the *Quality Attendance Team* and offers solutions to ensure data is captured correctly with ideas to increase overall student attendance, and

WHEREAS – Over the last few years, along with Operations and clerical staff, he has cleaned up thousands of contacts, approximately fifty-five thousand users resulting in a current 99.7% contact-ability across the District, which means OUSD has a valid email or phone number for nearly all thirty-five to thirty-six thousand students;

WHEREAS – Mr. Bobby Batom, Carpenter, at Buildings & Grounds is commended and recognized for being someone everyone loves to work with due to the amount of joy and laughter he brings to the workplace. Pairing his natural ability to make everyone feel better by his presence alone, his work is flawless and highly creative. Cabinetmaking is his main area of carpentry expertise. Anything made of wood that he touches will have a flawless finish. He's very meticulous, a true artisan and craftsman. When a project is completed by Bobby, everything will fit together perfectly, and

WHEREAS –Mr. Batom has been with OUSD for over thirty-four years, he was also raised in Oakland and attended Castlemont High. His commitment to the community goes beyond Buildings and Grounds. As an avid boxer, he is often at the local boxing gym. Students see him in the ring and connect with him. In his way, he's teaching out-of-the-box skills such as confidence, patience, and discipline. When he sees students at their schools, they know him, like to tease him, and want to emulate him, and

WHEREAS – His closest friends in B & G say Bobby is the friend who will be there when times are hard, whether showing up as a heart brother after the loss of a familial brother or stepping in to lend a hand for a community event or support for an ill person needing hospital transport. He is an ambassador in the Oakland community.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education and the Superintendent of the Oakland Unified School District Elva Castillo, Amparo Ochoa, Jenny Situ, Beverly Phillips, Alfredo De La Torre, Jaliza Collins, Peter Bugno, and Bobby Batom, each, collectively and individually, for exceptional service to the students and city of Oakland and honor them as the District's 2024-2025 "Classified School Employees of the Year."

Given under our hand and the District's seal this 26th day of March, 2025, in Oakland, California.

Jennifer Brouhard

President, Board of Education
Oakland Unified School District

Kyla Johnson-Trammell

Superintendent
Oakland Unified School District

Passed by the following vote:

PREFERENTIAL AYE: Maximus Simmons (Student Director)

PREFERENTIAL NOE: None

PREFERENTIAL ABSTENTION: None

PREFERENTIAL RECUSE: None

AYES: Rachel Latta, VanCedric Williams, Mike Hutchinson, Patrice Berry, Clifford Thompson, Vice President Valarie Bachelor, President Jennifer Brouhard

NOES: None

ABSTAINED: None

RECUSE: None

ABSENT: Michele Vasquez (Student Director)

I hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Regular Meeting of the Board of Education of the Oakland Unified School District held March 26, 2025.

Legislative File	
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OAKLAND UNIFIED SCHOOL DISTRICT



Jennifer Brouhard
President, Board of Education



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Superintendent and Secretary, Board of Education