
August 28, 2024

Melvin London, Jr
[REDACTED]
[REDACTED]

Re: Dismissal from Duty

Mr. London,

This letter is to notify you that given your refusal to carry out the required bus driver duties, we are moving toward **dismissal** from your position as a bus driver and interscholastic coach for Pender County Schools effective immediately, August 28, 2024. You have failed to drive your assigned bus route using the bus assigned to that route. As such, you cannot carry out the essential functions of your job, which include driving a school bus.

The decision to recommend your dismissal is due to your violation of policy 7440 Assignments/Reassignments/Transfers. This policy states, in part, "The superintendent may assign school personnel in any manner that he or she deems appropriate, consistent with legal requirements." It also states, in part, "The interests and aspirations of employees will be considered in making assignments and transfer decisions; however, such interests must be weighed against what is in the best interest of the students, school or school system".

You have also violated Policy 7300 Staff Responsibilities. This policy states, in part, "Each employee is directly responsible to the designated supervisor, and additional responsibilities may be assigned to each employee by the designated supervisor. The failure to follow the directives of a supervisor is grounds for dismissal".

The directive to drive your same route using a different bus was shared with you by Mr. Britton Overton, Transportation Director. During our conversation I explained that the buses are switched out from route to route as part of the fleet management in order to manage the mileage of each bus and that is why bus 251 was moved to this route. During the conversation you also stated to me "as a new driver I had to drive the older buses and now I should not have to". You

wanted bus #286 back. During both the conversation with Mr. Overton and the conversation with me, you were asked to drive the assigned bus (# 251) and that, in the future, we would work to do a bus reassignment which may allow you to switch buses. This was not acceptable to you. At the end of our conversation I stated "Mr. London, I need you to drive bus 251". You responded "no, I'm not going to do it".

As a Pender County Schools employee, you are held to the standards of excellence and are expected to adhere to all Board Policies. You were hired for a bus driver position; your refusal to carry out these duties is both insubordinate and represents abandonment of duty.

A copy of this letter will be placed in your personnel file after five (5) days.

Respectfully,



Brad Breedlove, Ed.D.
Superintendent

cc: Personnel File
Britton Overton, Transportation Director
Melissa Wilson, Human Resources Director
Don Hall, Board Chair
Brandon L. McPherson, Esq.