

OBION COUNTY
BOARD OF EDUCATION

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David W. Huss, Director of Schools

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TO: Members of the Obion County Board of Education
FROM: David W. Huss
DATE: April 6, 2009
RE: **Charges Supporting Dismissal of Joe Bryant Driver**

I recommend the dismissal of Joe Bryant Driver from employment as a teacher with the Obion County School System. The charge upon which I base my recommendation is insubordination, which justifies dismissal from his position with the Obion County School System.

The charge of insubordination is justified by an incident, which occurred between Mr. Driver and me on April 2, 2009 at Obion County Central High School. On the morning of April 2, 2009, a female student from South Fulton High School made accusations against Mr. Driver that, if true, would be considered unprofessional conduct. Thereafter, I relieved Mr. Driver from his duties as a teacher at South Fulton High School pending a system investigation. On the afternoon of April 2, 2009, I met with Mr. Driver, read him the accusations made against him by the female student, and provided him an opportunity to respond. With the exception of one statement, Mr. Driver admitted to the remaining accusations made against him by the female student. At the conclusion of this meeting, I informed Mr. Driver that he was suspended without pay, he would receive a letter notifying him of his right to respond in writing, and a final determination would follow.

Regardless of the underlying accusations that resulted in Mr. Driver's suspension, prior to the Vocational Advisory Committee meeting on April 2, 2009, Mr. Driver was insubordinate. On the evening in question, at approximately 5:50 p.m., I arrived at the Vocational Advisory Committee meeting at Obion County Central High School. At that time, I noticed that Mr. Driver was also in attendance. Without drawing attention to the situation, I took the following actions:

- Due to the occurrences described above, I instructed Mr. Driver to leave; and he refused.
- I reminded Mr. Driver of his suspension status and instructed him to leave; and he again refused.
- I reminded Mr. Driver of his suspension status, informed him that the upcoming event was a school-sponsored event, and again instructed him to leave; and, for the third time, he refused.
- I then informed Mr. Driver that if he did not leave, it would be considered insubordination; and he stated, "Well, I guess you have to do what you have to do, but I am not leaving." At that time, I informed him that he was fired and again instructed him to leave the campus; and he complied.

Accordingly, it is my recommendation that the Board dismiss Joe Bryant Driver from employment with the Obion County School System.