

STATE OF NORTH CAROLINA
JOHNSTON COUNTY

EXTENSION OF CONTRACT
OF EMPLOYMENT

THIS CONTRACT EXTENSION made and entered into this 6th day of April, 2017, by and between **THE JOHNSTON COUNTY BOARD OF EDUCATION**, a body politic located in Johnston County, North Carolina (hereinafter "the Board"), and **DR. David Ross Renfrow**, of Johnston County, North Carolina hereinafter "Renfrow"), in consideration of the mutual terms, covenants, and conditions provided herein, contract and agree as follows:

WITNESSETH:

THAT WHEREAS, the Board of Education originally entered into a contract of employment with Renfrow on December 8th, 2015, with an effective date of March 1st, 2016, and whereas, the Board of Education specifically wishes to extend Renfrow's contract until June 30th, 2020; and

WHEREAS, in accordance with its actions found in the minutes of its meeting of April 6th, 2017, the Board wishes to extend the employment of Renfrow as Superintendent of Johnston County Schools for a period through June 30th, 2020; and

WHEREAS, the parties have reached an agreement as to the terms and conditions of Renfrow's employment with all the conditions and adjustments commencing on April 6th, 2017 and that further this contract extension shall encompass all the terms and conditions of the original contract entered into by and between the Johnston County Board of Education and Dr. David Ross Renfrow and this agreement shall be an extension of that contract and shall be incorporated herein by reference and, as provided herein;

NOW THEREFORE, in consideration of the mutual terms, covenants and conditions provided herein, the parties hereto agree as follows:

1. **Employment, Term.** The Board has heretofore employed Renfrow, and Renfrow has accepted employment by the Board, to serve as Superintendent of the Johnston County Schools for a term commencing March 1st, 2016, and concluding on June 30th, 2019. By way of this contract extension, the Board hereby extends the said

initial contract of employment from June 30th, 2019 until June 30th, 2020, said extension and all parts thereof being effective as of April 6th, 2017. Renfrow agrees to perform faithfully the duties of Superintendent in and for the public schools served by the Board as prescribed by the laws of the State of North Carolina and pursuant to the rules and regulations adopted by the Board.

2. **Certification.** Renfrow shall furnish and hold throughout the term of his employment as Superintendent a valid and appropriate certificate to act as Superintendent as prescribed by the laws of this State and by the regulations of the State Board of Education.

3. **Duties and Responsibilities.** Renfrow shall have charge of the administration of the Johnston County Schools under the direction of the Board. He shall be the chief executive officer of the Board; shall serve as secretary to the Board; shall direct and assign teachers and other employees of the schools under his supervision; shall organize, reorganize and arrange the administrative and supervisory staff, including instructions and business affairs, as best serves the Johnston County Schools; shall select all personnel subject to the approval of the Board; shall have the authority to immediately accept resignations of personnel; for and on behalf of the Board; shall from time to time suggest regulations, rules and procedures deemed necessary for the well ordering of the school system, and in general shall perform all duties incident to the office of the Superintendent and such other duties as may be prescribed by law or by the Board from time to time. The Board, individually and collectively, will promptly refer all criticisms, complaints, and suggestions called to its attention to Renfrow for study and recommendation, and shall refrain from individual interference with the administration of school policies except through Board action. This is a contract for the performance of professional services as Superintendent by Renfrow, who shall not be assigned to any other position or have his duties reassigned to others without his consent.


4. **Indemnification.** The Board agrees that it shall defend, hold harmless and indemnify Renfrow from any and all demands, claims, suits, actions and legal proceedings brought against him in his individual capacity, or in his official capacity as agent and employees of the Board, provided, the incident giving rise to any such demands, claims, suit, action or legal proceeding arose while Renfrow was acting within

the scope of his employment; and provided further, that such liability coverage is within the authority of the Board to provide under state law. In no case will individual Board members be considered personally liable for indemnifying Renfrow against such demands, claims, suits, actions and legal proceedings.

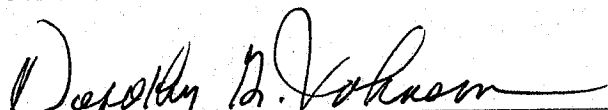
5. **Binding Effect.** The parties shall fulfill all aspects of this contract, any exception thereto being by mutual written consent of the **Johnston County Board of Education**. It shall ensure to the benefit of, and be binding upon, the parties hereto, their heirs, successors and assigns.

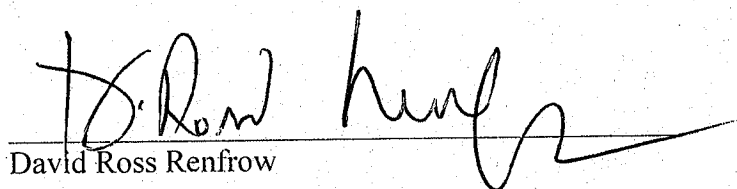
IN WITNESS WHEREOF, the Board has caused and authorized this Agreement to be executed by its Chairman, and attested by its Vice Chairman appointed by the Board as its Secretary for this purpose pursuant to N. C. G. S. 115C-41, and Renfrow has hereunto set his hand and seal, this the 1st day of May.

JOHNSTON COUNTY BOARD OF EDUCATION

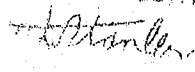

Michael Wooten, Chairman

ATTEST:


Dorothy Johnson, Vice Chairman


David Ross Renfrow

THIS INSTRUMENT HAS BEEN
PREAUDITED IN THE MANNER
REQUIRED BY THE SCHOOL BUDGET
AND FISCAL CONTROL ACT PER

 Finance Officer