

Re: Selection of Ross Renfrow as Superintendent of Johnston County Schools

We must remember that this was a personnel action and the selection process was mostly done in closed session under the Personnel exception to the Open Meetings law. Therefore, discussion of the issues in closed session are confidential.

The board initially discussed the selection and the issue was brought up about looking internally for a new superintendent or look outside the system through a search with the School Boards Association, as the board did with the superintendent selection prior to Dr Croom appointment. The board discussed the cost of using the School Board Association (from \$25,000 up plus expenses to be incurred with travel, meeting rooms, etc.) and whether there was someone in the system that the board felt would be able to lead the system in the same manner and quality as Dr Croom.

It was discussed that the last search, staying inside the system and choosing a candidate such as Dr Croom would be the best way to proceed. It was then discussed what persons in the system would meet the criteria for a superintendent (I.e. educational standards, experience with the system, experience in the workplace as principal, Asst superintendent, knowledge of the laws and duties expected of a superintendent, communication skills, and other factors). I recall three or four names being discussed and the consensus came down to Dr

Ross Renfrow. Further, the other names discussed showed less experience in many areas in the qualifications for a superintendent. That is not to say that the others discussed would not make excellent candidates at a later time.

The board felt that with Dr Croom's announcement of his retirement prior to the Christmas break, it would be advantageous to attempt to find a replacement as soon as possible to be able to assure the principals, teachers, personnel, and parents over the break that the operation of the school system would continue after Dr Croom's retirement with a superintendent that would be able to direct the schools with the same quality and leadership as shown by Dr Croom.

Under NCGS 115C-276, there are twenty (20) statutory duties listed for a superintendent. That does not cover the multitude of other duties and tasks that a superintendent must attend to.

The State of NC mandates a pay schedule for superintendents based on the student population of the school system.

Johnston County falls in the classification of the largest school districts with a student population of over 34,000 students.

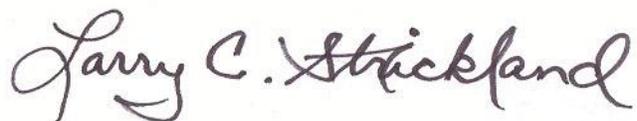
That is the base salary. Then the superintendent would receive a local supplement to make up the remainder of the salary.

There are numerous school systems that pay a total salary above Johnston County's superintendent salary such as Wake County, Mecklenburg County, Durham County, to name a few. These counties are also in the same salary schedule as Johnston County. As an aside, Dr Renfrow, as an assistant or associate

superintendent was also paid pursuant to the state salary schedule. That salary schedule is less than the superintendent schedule because the duties and responsibilities are greatly increased as a superintendent.

Dr Renfrow's salary base was not "increased" to the maximum amount. His base salary was the same as Dr Croom's when he was appointed superintendent. His local supplement is also the same as Dr Croom's local supplement is.

The bottom line is that if we want an outstanding superintendent for the Johnston County schools, the board must be willing to pay for an outstanding candidate. Looking outside the district would be time consuming and could cost the board and taxpayers additional expenses that would not be needed. The board felt that with Dr Renfrow, they have a superintendent that knows the school system, knows what is expected of him, has the knowledge to deal with the issues that arise with the duties of the superintendent's office, and has the leadership qualities that will enable him to lead the Johnston County Schools in the same excellent manner as in the past seven years.

A handwritten signature in cursive script that reads "Larry C. Strickland". The signature is written in dark ink on a white background.

December 14, 2015