

UNION COUNTY BOARD OF EDUCATION
GENERAL COUNSEL'S CONTRACT

THIS GENERAL COUNSEL'S CONTRACT (hereinafter referred to as "contract"), dated effective as of January 1, 2008, by and between the UNION COUNTY BOARD OF EDUCATION (hereinafter referred to as the "Board") and Michele Morris (hereinafter referred to as the "General Counsel");

In consideration of the promises and mutual covenants contained herein, the parties agree as follows:

1. **TERM OF APPOINTMENT:** The Board hereby employs, and the General Counsel hereby accepts employment, to fulfill the duties and responsibilities of General Counsel in the Union County School System for a term commencing effective January 1, 2008 and ending June 30, 2011.
2. **CERTIFICATION:** The General Counsel shall hold a valid North Carolina law license and be admitted to the Bar upon employment and shall maintain such license for the duration of this contract. Failure to maintain a valid license renders this contract null and void and is grounds for termination as provided by law. The General Counsel shall be reimbursed for any fees necessary in the maintenance of her North Carolina law license, including but not limited to fees for state bar association dues, license registration fees, and costs for continuing legal education credits.
3. **DUTIES AND RESPONSIBILITIES:** The employee, during the term of this contract agrees to perform faithfully all those duties required by federal or state law, the Board, and the Superintendent. See the attached Job Description for further explanation of specific duties and responsibilities.
4. **COMPENSATION:** The General Counsel shall be paid an annual salary of \$116,000 during the term of employment. This salary can be adjusted at the discretion of the Superintendent and Board approval and will be reviewed at least on an annual basis.
5. **BENEFITS:** The General Counsel shall receive leave and other benefits in accordance with the provisions of Chapter 115C of the North Carolina General Statutes. In addition, the General Counsel will be reimbursed mileage for out-of-district travel (at the state rate), registration and expenses for conferences and workshops as approved by the Superintendent. The General Counsel will also receive a monthly stipend to offset the cost of cellular phone use.
6. **CONTRACT RENEWAL:** This contract may only be renewed in accordance with Chapter 115C of the General Statutes.
7. **TERMINATION:** The Board may terminate this agreement at any time during the term of the agreement upon payment to the General Counsel of an amount equal to the salary and benefits to which the General Counsel would be entitled under the terms of this contract.

The General Counsel may terminate this agreement prior to the fulfillment of its term and conditions upon 60 days prior written notice to the Superintendent of his/her intent to resign during the term of the contract or of intent not to seek renewal of this contract.

8. EVALUATION: The General Counsel shall be evaluated in accordance with current policies of the Board.
9. DISMISSAL: During the term of this contract, the General Counsel may be dismissed or demoted for the reasons set forth in, and according to the procedures established by NCGS 115C-325(a)(4) as the same may be amended.
10. MODIFICATION: This agreement may be amended during the term of the agreement by mutual written consent of the Board and the General Counsel. Any such amendment shall be in writing, approved by official action of the Board, and accepted in writing by the Chairman of the Board and the General Counsel.
11. SAVINGS CLAUSE: If, during the term of this contract it is found that a specific clause of this contract is illegal or unenforceable under federal or state law, the remainder of the contract not affected by such a ruling shall remain in force.
12. WAIVER AND RELEASE: By executing this contract, the parties hereto expressly agree and understand that the General Counsel does not have career status in any administrative capacity with the Union County Public Schools under GS 115C-325, and that the General Counsel is employed solely by virtue of this contract and GS 115C-287.1. In consideration of the Board of Education's offer of employment under this contract, the General Counsel voluntarily relinquishes and waives any right or claim to career status or the opportunity to achieve career status in any administrative capacity.

IN WITNESS THEREOF, the Board has caused the contract to be executed on its behalf by its chairperson, and Michele Morris has indicated acceptance of the terms and conditions set forth herein by affixing his/her signature, as of the date first written.

Z. E. Davin, Jr.
Secretary
Union County Board of Education

By [Signature]
General Counsel

9236 Silver Pine Drive
General Counsel's Address

Charlotte NC 28277

5-19-08
Date

Original to
Michele 12-5-12

UNION COUNTY BOARD OF EDUCATION
AMENDMENT TO THE EMPLOYMENT CONTRACT OF
MICHELE E. MORRIS

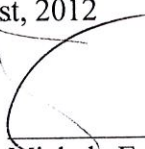
The Employment Contract ("Contract") dated and effective January 2, 2008, and amended annually since then, by and between the Union County Board of Education ("UCBE") and Michele E. Morris ("Ms. Morris") is hereby amended effective July 1, 2012.

1. The term of the Contract is extended through to June 30, 2016.
2. The duties of the contract will be expanded to include providing representation not only to the Superintendent and Administration but to the Board of Education.
3. The annual salary will be 155,000.00.

The foregoing amendment to the Contract was approved by UCBE on August 7, 2012, and except for the above referenced amendment to Ms. Morris' Contract, all other terms remain the same in full force and effect.

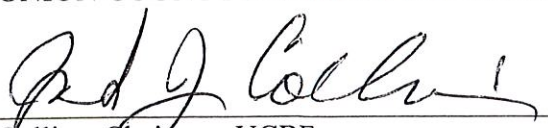
IN WITNESS WHEREOF, UCBE has caused this amendment to the Contract to be executed on its behalf by its Chairman, John Collins, pursuant to the resolution of UCBE, and Ms. Morris has accepted and approved the amendment by affixing her signature.

This the 7 day of August, 2012

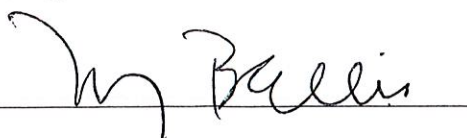


Michele E. Morris

THE UNION COUNTY BOARD OF EDUCATION

By: 

John Collins, Chairman UCBE

ATTEST: 

UNION COUNTY BOARD OF EDUCATION
AMENDMENT TO THE EMPLOYMENT CONTRACT OF
MICHELE E. MORRIS

The Employment Contract ("Contract") dated and effective January 2, 2008, and amended annually since then, by and between the Union County Board of Education ("UCBE") and Michele E. Morris ("Ms. Morris") is hereby amended effective July 1, 2013.

1. The term of the Contract is extended through to June 30, 2017.

The foregoing amendment to the Contract was approved by UCBE on December 10, 2013, and except for the above referenced amendment to Ms. Morris' Contract, all other terms remain the same in full force and effect.

IN WITNESS WHEREOF, UCBE has caused this amendment to the Contract to be executed on its behalf by its Chairman, Richard Yercheck, pursuant to the resolution of UCBE, and Ms. Morris has accepted and approved the amendment by affixing her signature.

This the 24th day of April, 2014



Michele E. Morris

THE UNION COUNTY BOARD OF EDUCATION

By: 
Richard Yercheck, Chairman UCBE

ATTEST: Dana C. O'Connell

UNION COUNTY BOARD OF EDUCATION
AMENDMENT TO THE EMPLOYMENT CONTRACT OF
MICHELE E. MORRIS

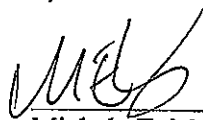
The Employment Contract ("Contract") dated and effective January 2, 2008, and amended annually since then, by and between the Union County Board of Education ("UCBE") and Michele E. Morris ("Ms. Morris") is hereby amended effective July 1, 2014.

1. The annual salary will be increased by \$10,000.00.

The foregoing amendment to the Contract was approved by UCBE on September 2, 2014, and except for the above referenced amendment to Ms. Morris' Contract, all other terms remain the same in full force and effect.

IN WITNESS WHEREOF, UCBE has caused this amendment to the Contract to be executed on its behalf by its Chairman, Richard Yercheck, pursuant to the resolution of UCBE, and Ms. Morris has accepted and approved the amendment by affixing her signature.

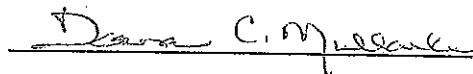
This the 13th day of November, 2014



Michele E. Morris

THE UNION COUNTY BOARD OF EDUCATION

By: 
Richard Yercheck, Chairman UCBE

ATTEST: 

UNION COUNTY BOARD OF EDUCATION
AMENDMENT TO THE EMPLOYMENT CONTRACT OF
MICHELE E. MORRIS

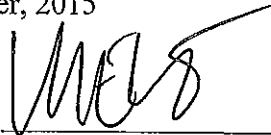
The Employment Contract ("Contract") dated and effective January 2, 2008, and amended annually since then, by and between the Union County Board of Education ("UCBE") and Michelé E. Morris ("Ms. Morris") is hereby amended effective July 1, 2015.

1. The term of the Contract is extended through to June 30, 2019.

The foregoing amendment to the Contract was approved by UCBE on September 1, 2015, and except for the above referenced amendment, and all prior amendments, to Ms. Morris' Contract, all other terms remain the same in full force and effect.

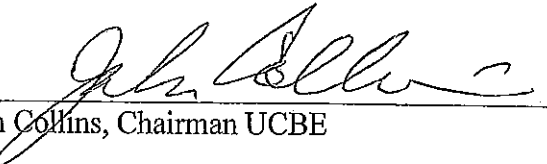
IN WITNESS WHEREOF, UCBE has caused this amendment to the Contract to be executed on its behalf by its Chairman, John Collins, pursuant to the resolution of UCBE, and Ms. Morris has accepted and approved the amendment by affixing her signature.

This the 16th day of September, 2015

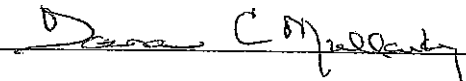


Michele E. Morris

THE UNION COUNTY BOARD OF EDUCATION

By: 

John Collins, Chairman UCBE

ATTEST: 

UNION COUNTY BOARD OF EDUCATION
AMENDMENT TO THE EMPLOYMENT CONTRACT OF
MICHELE E. MORRIS


The Employment Contract ("Contract") dated and effective January 2, 2008, and amended annually since then, by and between the Union County Board of Education ("UCBE") and Michele E. Morris ("Ms. Morris") is hereby amended effective July 1, 2017.

1. The term of the Contract is extended through to June 30, 2020.

The foregoing amendment to the Contract was approved by UCBE on April 4, 2017, and except for the above referenced amendment, and all prior amendments, to Ms. Morris' Contract, all other terms remain the same in full force and effect.

IN WITNESS WHEREOF, UCBE has caused this amendment to the Contract to be executed on its behalf by its Chairperson, Melissa Merrell, pursuant to the resolution of UCBE, and Ms. Morris has accepted and approved the amendment by affixing her signature.

This the 17th day of June, 2017

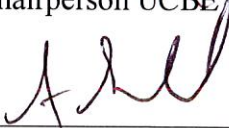


Michele E. Morris

THE UNION COUNTY BOARD OF EDUCATION

By: 

Melissa Merrell, Chairperson UCBE

ATTEST: 

UNION COUNTY BOARD OF EDUCATION
AMENDMENT TO THE EMPLOYMENT CONTRACT OF
MICHELE E. MORRIS

The Employment Contract ("Contract") dated and effective January 2, 2008, and amended regularly since then, by and between the Union County Board of Education ("UCBE") and Michele E. Morris ("Ms. Morris") is hereby amended effective September 7, 2017.

1. Ms. Morris may be employed as an adjunct professor at an Institute of Higher Education in an educational leadership program.

The terms of the foregoing amendment to the Contract was approved by UCBE on September 7, 2017, and except for the above referenced amendment, and all prior amendments to Ms. Morris' Contract, all other terms remain the same in full force and effect.

IN WITNESS WHEREOF, UCBE has caused this amendment to the Contract to be executed on its behalf by its Chairperson, Melissa Merrell, pursuant to the vote of UCBE, and Ms. Morris has accepted and approved the amendment by affixing her signature.

This the 3rd day of October, 2017



Michele E. Morris

THE UNION COUNTY BOARD OF EDUCATION

By: 

Melissa Merrell, Chairperson UCBE

ATTEST: 