



CHARLOTTESVILLE CITY SCHOOLS

Office of the Superintendent

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SUPPORTIVE INFORMATION SHEET CHARLOTTESVILLE CITY SCHOOL BOARD

DATE:	June 5, 2025
SUBJECT:	Approval of Revised Superintendent Contract (July 1, 2025 - June 30, 2029) and Authorization of an Incentive Reward - Emily Dooley
BACKGROUND INFORMATION:	<p>The current employment contract for Division Superintendent Dr. Royal A. Gurley, Jr. is set to expire on June 30, 2028. Following an annual performance evaluation on May 10, 2025, the School Board has recommended the terms of the proposed revised contract.</p> <p>This agenda item presents a proposed revised employment contract for Dr. Royal A. Gurley, Jr. for a new four-year term, commencing July 1, 2025, and concluding on June 30, 2029. This contract outlines the terms of employment, including compensation, benefits, and performance expectations for the upcoming term.</p> <p>Additionally, this item seeks authorization for the payment of a \$6,000 incentive to Dr. Royal A. Gurley, Jr. for his performance during the 2024-2025 contract year. This incentive is part of the existing 2024-2025 contract and is based on the successful achievement of two key performance indicators:</p> <ul style="list-style-type: none">• Data Dashboard: Completion and implementation of a comprehensive Data Dashboard, specifically aligned with the Board's then-current Strategic Plan, incorporating behavior/safety incidents, Key Performance Indicator (KPI) evaluation, and assessment of measurement efficacy.• Attendance: An overall increase in student class attendance throughout the division, beyond simply daily attendance figures. <p>The payment of this incentive reflects the Superintendent's demonstrated achievement of these critical goals for the 2024-2025 academic year.</p>
STRATEGIC PLAN:	Priority 1: Increase Academic Achievement Priority 2: Provide a Culture of Safety, Wellness, and Belonging Priority 3: Support our Staff Priority 4: Ensure Effective and Efficient Operations

RECOMMENDATION:	That the School Board approve the revised Superintendent Employment Contract for Dr. Royal A. Gurley, Jr. , effective July 1, 2025, through June 30, 2029, and authorize the payment of a \$6,000 incentive to Dr. Royal A. Gurley, Jr. for his performance in the 2024-2025 contract year.
ACTION REQUIRED:	Yes
CONTACT PERSON(S):	Leslie B. Thacker, School Board Clerk Emily Dooley, School Board Chair