

CONTRACT OF PRINCIPAL

THIS AGREEMENT, made on May 1, 2025 by and between the CITY OF LOWELL SCHOOL DISTRICT (hereinafter "LOWELL") and KIMBERLEY CLEMENTS (hereinafter "PRINCIPAL").

In consideration of the promises herein contained, the parties hereto mutually agree as follows:

1. EMPLOYMENT:

LOWELL hereby employs KIMBERLEY CLEMENTS as PRINCIPAL within the public schools of Lowell, and Kimberley Clements hereby accepts employment on the following terms and conditions:

2. ASSIGNMENT:

At the inception of this Agreement, PRINCIPAL is hereby assigned to the Bailey Elementary School. The Superintendent of Schools may reassign or transfer PRINCIPAL to another principalship within the Lowell Public School District at any grade level for which PRINCIPAL is duly qualified.

3. TERM:

PRINCIPAL shall be employed for a three (3) year period commencing July 1, 2025 through June 30, 2028. If the Superintendent fails to notify PRINCIPAL of the non-renewal of this agreement or any subsequent agreement at least sixty (60) days prior to its expiration it shall be automatically renewed for an additional one-year period.

The Superintendent and PRINCIPAL shall meet at least ninety (90) days prior to the expiration date of this Agreement for the purposes of reviewing continuation of the Agreement and to discuss the salary and other terms of the Successor Agreement.

4. COMPENSATION:

a) PRINCIPAL shall be paid an annual salary commencing as of the effective date of this Agreement (July 1, 2025) of ONE HUNDRED FIFTY-TWO THOUSAND and 00/100 (\$152,000.00) DOLLARS per year, payable in equal installments in accordance with

the policy of the SCHOOL COMMITTEE OF THE CITY OF LOWELL. The parties hereto agree that the salary stated in this paragraph may be increased during the term of this Agreement upon recommendation of the Superintendent of Schools and approval of such by the Lowell School Committee. The parties further agree that in the event such an increase is awarded, this Agreement shall be amended to reflect such increase.

b) The salary stated herein shall not be reduced below the amount received by PRINCIPAL in the previous contract year, provided, however, that PRINCIPAL's salary may be reduced upon her demotion, administrative reorganization, or a transfer to a non-principal position, in the sole discretion of the Superintendent, after providing notice to PRINCIPAL in writing and providing an opportunity to discuss such decision with PRINCIPAL. In such case, the new salary shall be attached as an exhibit to this contract and signed by the Superintendent.

c) For each year of the contract PRINCIPAL shall receive a 3.0% raise effective on July 1 of each year; however, PRINCIPAL will first be first eligible for such raise on July 1, 2026.

d) For each three credit graduate level course taught for the New Teacher Academy/Lowell Program for the City of Lowell School District, PRINCIPAL shall be paid a stipend of \$4,900.00 (with doctorate) upon completion of the course, or \$3,900.00 if he or she has not received a doctorate prior to the start date of the course.

e) If PRINCIPAL performs the duties of a mentor principal at the formal, written request of Superintendent and acceptance of additional duties by PRINCIPAL is in writing, PRINCIPAL shall receive an annual payment of \$3,600.00 for these duties. This request must be done in writing and approved in advance by the Superintendent prior to the commencement of the formal mentoring program. There are no exceptions to this requirement.

f) If PRINCIPAL is requested to work extra days, the request must be done in writing by the Superintendent and accepted in writing by PRINCIPAL. There are no exceptions to this requirement. The request and acceptance must be done in advance of the days worked and list the additional days to be worked, the duties and expectations, and the agreed upon compensation.

5. CONDITIONS OF EMPLOYMENT:

PRINCIPAL shall be eligible to receive benefits and shall be subject to other conditions of employment as set forth as follows:

a.) Medical Insurance: Principals are eligible to receive offerings and insurances offered by the Commonwealth of Massachusetts Group Insurance Commission, including but not limited to the terms and conditions of the Memorandum of Agreement between the

City of Lowell and the Public Employee Committee (PEC), to provide insurance through the group insurance commission as agreed to on or about September 17, 2012. City of Lowell School Committee shall pay 75 percent of the costs of such coverage and the principals shall be responsible for the balance of 25 percent.

b.) Life Insurance: Principals are eligible to receive life insurance in the amount of \$2,000.00. The School Committee of the City of Lowell shall pay 75 percent of the cost of such insurance and the principals shall be responsible for the balance of 25 percent.

c.) Expense Reimbursement: Principals shall be reimbursed for all expenses reasonably incurred in the performance of their duties in accordance with the laws of the Commonwealth of Massachusetts and the policies of the School Committee of the City of Lowell, when approved in advance by the Superintendent of Schools. Whenever required to travel, principals shall be reimbursed at the rate determined in accordance with the applicable travel allowance established by the United States Internal Revenue Code. Principals will also be reimbursed for reasonable expenses (including meals, lodgings, and/or transportation and fees) incurred for attending workshops, seminars, conferences or other professional improvement sessions, which have been approved in advance by the Superintendent of Schools.

d.) Sick Leave: Principals are entitled to twelve (12) days of sick leave annually. This leave shall be permitted to accumulate without limit.

e.) Severance: If a principal has served in the Lowell School System for a period of fifteen (15) years at the time of his or her resignation, retirement, or death, the principal or his or her estate will receive payment of one third (1/3) of her accumulated sick leave, maximum payment not to exceed \$30,000.00; however, \$27,735.76 of sick leave buyback benefits accumulated prior to first agreeing to this monetary cap (104 sick days as noted in agreement dated August 18, 2016) shall not be subject to this cap. Thus, the most that PRINCIPAL could be paid for sick leave buyback is \$57,735.76.

f.) Extended Sick Leave: In addition to regular sick leave, principals who have, by reason of a continuing illness depleted their sick leave allowance, will be eligible for an extended sick leave allowance equal to the number of sick leave days credited to them as of January the First of the year in which the extended sick leave application is filed. In no case, however shall the extended sick leave allowance be greater than 180 days. Eligibility for such extended sick leave allowance shall be determined by a three-member medical panel comprised of one physician selected by the Committee, one physician selected by the applicant, and the third physician selected by the other two physicians first selected. Such medical panel must by a majority vote certify that the illness of the principal is one likely to require a medically approved absence from school duties for a protracted period of time.

g.) Personal Leave: PRINCIPAL is allowed, on a non-cumulative basis, three (3) days of paid personal leave annually. No reason other than "leave for personal reasons" shall

be required when requesting this leave. Requests for such leave must be made in writing to the Superintendent of Schools, as soon as possible, and not less than forty-eight (48) hours before the absence occurs, whenever possible. Such leave shall be allowed only when approved by the Superintendent. Personal leave days may only be used during the school year but not on a day prior to or following a holiday or school vacation. If PRINCIPAL does not use the three personal days during any school year, the unused personal leave days will be added to PRINCIPAL's accumulation of unused sick days.

h.) Bereavement: PRINCIPAL will be allowed leave with pay for up to five (5) days at any one time in the event of death or serious illness in the immediate family. Immediate family is defined as follows: Husband, wife, mother, father, son, daughter, brother, sisters, grandfather, grandmother, of either employee or spouse thereof, grandchildren, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, stepparents, or any relative of the employee or spouse thereof, who was actually living in the immediate household of the employee at the time of death or commencement of the final illness or accident.

i.) Maternity Leave: Principals are eligible for maternity leave upon written request to the Superintendent of Schools accompanied by a physician's certificate attesting to the fact of pregnancy. The effective date of such leave shall be at the discretion of the principal, providing that she has the ability to perform to the fullest all aspects of her job while pregnant. Any dispute as to such ability to so perform will be satisfied by the principal submitting to the Superintendent of Schools a medical certificate attesting to her ability to physically perform her duties. A principal may resume her duties after the termination of pregnancy by providing a physician's certificate indicating that she is physically able to resume her position. This certificate must be submitted to the Superintendent of Schools prior to the principal's return to duty and the Superintendent of Schools may direct the principal to be examined by a physician of her choice to confirm the certification of the principal's physician. Principals may use their sick leave for the eight (8) week period (not to exceed forty (40) school days) following the birth or delivery of the child. Sick leave days may be used outside of the eight-week period in the event of a disability from the pregnancy, birth or delivery. The principal may elect to use a combination of allowable paid and/or unpaid leave to return to work either at the start of the school year following the termination of her pregnancy or at the start of the school year following the child's first birthday. Failure to return to work on the elected date will be deemed as an automatic resignation on part of the principal.

j.) Child Rearing Leave: Principals are eligible to receive up to one-year leave, without pay, for the purpose of either child rearing or adoption. Upon receiving notification of being accepted on an adoption list, PRINCIPAL shall notify the Superintendent of Schools. Upon receiving confirmation of the child's availability, the employee shall notify the Superintendent of Schools of the date. Leave shall commence immediately upon said date. PRINCIPAL may continue health insurance during the period of the leave, but will be responsible for the entire cost of the coverage. PRINCIPAL is not eligible for sick leave

benefits while on this leave. In addition to the unpaid leave, a principal who has adopted a child shall be entitled to the same paid leave benefits as set forth in the Maternity Leave policy, above.

k.) Professional Development: Principals are eligible to receive tuition reimbursement of up to \$500 for in-service courses taken in a related field at an accredited college or university of their choice, approved in advance by the Superintendent of Schools. Tuition reimbursement will be paid for courses taken in the fiscal year in which applicable credit is earned and payment will be limited to two courses per fiscal year, upon proof of successful completion of such course(s).

l.) Indemnification: The Lowell School District represents that the City of Lowell is bound by Massachusetts General Laws, chapter 258, sections 9 and 13 in the appropriate case. Massachusetts General Laws, chapter 258, section 9 provides: Public employers may indemnify public employees, and the Commonwealth shall indemnify persons holding office under the constitution, from personal financial loss, all damages and expenses, including legal fees and costs, if any, in an amount not to exceed \$1,000,000 arising out of any claim, action, award, compromise, settlement or judgment by reason of an intentional tort, or by reason of any act or omission which constitutes a violation of the civil rights of any person under any federal or state law, if such employee or official or holder of office under the constitution at the time of such intentional tort or such act or omission was acting within the scope of her official duties or employment. No such employee or official, other than a person holding office under the constitution acting within the scope of her official duties or employment, shall be indemnified under this section for violation of any such civil rights if she acted in a grossly negligent, willful, or malicious manner.

Massachusetts General Laws, chapter 258, section 13 provides that the City shall indemnify and save harmless municipal officers, elected and appointed, from personal financial loss and expense including reasonable legal fees and costs, if any, in an amount not to exceed One Million Dollars, arising out of any claim, demand, suit or judgment by reason of any act or omission, except an intentional violation of civil rights of any person, if the official at the time of such act or omission was acting within the scope of her official duties or employment.

Massachusetts General Laws, chapter 258: section 2 provides principals are not personally liable for negligence while acting within the scope of their employment.

6. DUTIES AND RESPONSIBILITIES:

PRINCIPAL shall be the educational leader and manager of her school and shall supervise the operation and management of her school and school property, subject to the supervision and direction of the Superintendent of Schools. PRINCIPAL shall be

responsible, consistent with the Committee's personnel policies and budgetary restrictions and subject to the approval of the Superintendent of Schools, for hiring all teachers, instructional or administrative aides, and other personnel assigned to the school, and for terminating all such personnel, subject to review and prior approval by the Superintendent of Schools and subject to the provisions of Massachusetts General Laws, chapter 71 as amended by the Education Reform Act of 1993. The Superintendent of Schools shall also have final authority, to the extent permitted by law and subject to the Superintendent's review and approval, as to the assignments and transfers of the above listed staff from school to school.

PRINCIPAL shall also faithfully and effectively perform the duties contained in the job description of PRINCIPAL as attached hereto as Appendix A.

PRINCIPAL recognizes that her responsibilities and conduct are not determined by prescribed hours and conditions and will perform the directed and implied duties of her position as determined by the Superintendent of Schools and will expend the time and effort necessary to effectively achieve the goals and purposes of the Lowell Public Schools.

7. OTHER ACTIVITIES AND PROFESSIONAL DUTIES:

PRINCIPAL may accept speaking, writing, lecturing, or other engagements of a professional nature, provided they do not derogate from her duties as PRINCIPAL and PRINCIPAL has received prior approval of the Superintendent of Schools.

8. ANNUAL WORK SCHEDULE:

PRINCIPAL shall report to work ten (10) days prior to Staff Orientation day at the beginning of the school year and five (5) days after the expiration of the teachers' work year as scheduled by the Superintendent of Schools. The work year of PRINCIPAL shall consist of these fifteen (15) days, staff orientation day, teacher professional development days, Election Day, and the number of instructional school days as set forth on the school calendar adopted by the Lowell School Committee. As part of their work year, PRINCIPAL shall work Election Day as a professional development day with staff.

9. PERFORMANCE:

PRINCIPAL shall satisfactorily fulfill all aspects of this contract. Any exception hereto shall be by mutual agreement between the PRINCIPAL and the Superintendent of Schools in writing.

10. TERMINATION, DEMOTION, AND SUSPENSIONS:

a) In the event PRINCIPAL desires to terminate her contract before the term of service shall have expired, she may do so with a least ninety (90) days written notice of intent to the Superintendent of Schools and the Superintendent accepts said resignation.

b) The Superintendent of Schools may dismiss, demote or suspend PRINCIPAL for good cause and in accordance with the procedures contained in Massachusetts General Laws, chapter 71, section 41 and 42D if PRINCIPAL is eligible to elect such procedures by virtue of service for three or more full consecutive years.

i) As used herein, "good cause," shall mean grounds put forth by the Superintendent of Schools which are not arbitrary, irrational, unreasonable, in bad faith or irrelevant to the operation of the school system. No Arbitrator may apply a definition of the words "good cause" other than the definition appearing immediately above and arbitral review shall be limited to the question whether such grounds were put forth in good faith.

c) The Superintendent of Schools may dismiss, demote, or discharge PRINCIPAL who has not worked in the district as such for three full, consecutive years for any reason rationally related to the operation of the district. In such cases PRINCIPAL may not seek review of such decision by filing a demand for arbitration, with any agencies. The sole remedy shall be by court proceedings. The judicial dispute, if any, shall be limited to a determination of damages under the contract.

11. EVALUATION:

The Superintendent of Schools shall evaluate the performance of PRINCIPAL annually based upon 1) the duties and responsibilities contained in PRINCIPAL's job description attached hereto; 2) as presented and called for under Massachusetts General Laws, chapter 71 as amended by the Education Reform Act of 1993; 3) as contained in the Policies of the Lowell School Committee; 4) as contained in the policies and directives of the Superintendent of Schools; and 5) the annual school improvement goals mutually agreed upon by PRINCIPAL and the Superintendent of Schools. Final evaluation may allocate among those items various weight as determined by the Superintendent of Schools.

12. ENTIRE AGREEMENT:

This contract embodies the whole AGREEMENT between the CITY OF LOWELL SCHOOL DISTRICT and PRINCIPAL and there are no inducements, promises, terms,

conditions, or obligations made or entered into by either party other than those contained herein. The contract may not be changed except by a written amendment, signed by the party against whom enforcement thereof is sought. It is agreed by the parties that the terms of this contract shall not become effective until after it is "APPROVED AS TO FORM."

13. SEVERABILITY:

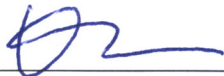
It is understood and agreed by the parties that if any part, term or provision of this Agreement is held by the courts to be illegal or in conflict with any law of the Commonwealth of Massachusetts, the validity of the remaining portions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the contract did not contain the particular part, term, or provisions held to be invalid.

14. APPLICABLE LAW:

This Agreement shall be construed in accordance with and governed by the laws of the Commonwealth of Massachusetts.

IN WITNESS WHEREOF parties have hereunto signed and sealed this AGREEMENT and a duplicate thereof on May 1, 2025.

PRINCIPAL



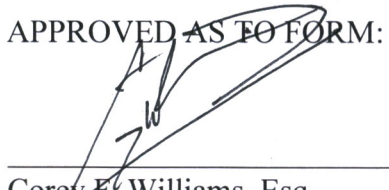
Kimberley Clements

FOR THE LOWELL PUBLIC SCHOOLS



William Skinner
Superintendent of Schools

APPROVED AS TO FORM:



Corey F. Williams, Esq.
City Solicitor

Date: May 12, 2025

LOWELL PUBLIC SCHOOLS
LOWELL, MASSACHUSETTS
SUPERVISING PRINCIPAL
BAILEY ELEMENTARY SCHOOL (PK - 4)

DUTIES AND RESPONSIBILITIES

The PRINCIPAL shall be the educational leader and manager of the school and shall supervise the operation and management of the school and school property, subject to the supervision and direction of the Superintendent. The PRINCIPAL shall be responsible, consistent with district personnel policies and budgetary restrictions and subject to the approval of the Superintendent for hiring all teachers, instructional or administrative aides, and other personnel assigned to the school and for terminating all such personnel, subject to review and prior approval by the Superintendent and subject to the provisions of M.G.L. Chapter 71 as amended by the Education Reform Act of 1993.

The PRINCIPAL shall work with the Superintendent, the Staff and School Site Council to develop and implement the distinctive educational "schools of choice" mission (theme) of the school, including the school's educational organization, staffing pattern and parent involvement mechanisms.

The PRINCIPAL shall faithfully and effectively perform such duties and responsibilities as called for by:

- M.G.L., Chapter 71 (amended by the Education Reform Act of 1993)
- Policies of the Lowell School Committee
- Directives of the Superintendent of Schools or his designees
- The school's annual School Improvement Goals
- The regulations and requirements of grants, special or mandated programs

The PRINCIPAL shall:

- Assume responsibility for insuring high level learning for all students
- Maintain safe, orderly and welcoming school environment
- Promote participatory decision-making including staff, parents, community and students
- Develop school improvement goals designed to effect improved student outcomes
- Assure equity and inclusion for all students
- Evaluate and modify curriculum and extra curriculum activities on an ongoing basis
- Evaluate staff and promote professional development
- Continually assess and maintain adequate and appropriate educational materials (textbooks, supplies, equipment)
- Maintain clear and effective communications
- Perform all such tasks as the Superintendent may deem necessary to carry out the duties and responsibilities listed above.

LOWELL PUBLIC SCHOOLS
LOWELL, MASSACHUSETTS
SUPERVISING PRINCIPAL
BAILEY ELEMENTARY SCHOOL (PK - 4)

Philosophy

Recent world events have demonstrated our global interdependence. Events in countries thousands of miles away affect our economy, our environment, and our ability to communicate effectively and well. The capacity of all our children to thrive in the world they inherit will depend on their ability to understand and appreciate the perspectives and values of other peoples. It is important for our children, future citizens of our city and country, to learn to deal with a diversity of ideas and needs. We must educate our children in the ways of other cultures, how to reach consensus, to consider all points of view, and to make fair and equitable decisions.

The intent of the Bailey International School is to develop in children a sense of social responsibility through global awareness. Our curriculum will be designed to reinforce core social values such as justice, tolerance, equity, concern for others, working for the common good. We will try to nurture in children a balance between belief in the primacy of their opinions and empathy for the opinions of others.

The core themes of the Bailey International School are communication (languages) and global studies. Through these we hope to help children to better understand their pluralistic world and the importance of cooperation, mutual respect, involvement, commitment and caring.

The magnet themes of the Bailey International School are global studies and communication (languages). The building is divided into grade/level pods. Each pod is a continent. Children begin each year by learning about their immediate environment—the classroom, school neighborhood, community, and city. Using the same framework, children begin to explore the region of the continent in which they "reside" for that year. In spring the entire school explores the continent of Asia. This culminates in school wide International Fair.

Study of the environment is inherent in the global studies theme. We are fortunate to be located next to conservation wetlands. The natural ecology of the wetlands will be integrated into our curriculum as children learn the importance of safeguarding and protecting the environment. They will develop and understanding of how our local climate, air quality, agriculture, rainfall are effected by and in turn affect other countries. As children explore issues such as global warming, they will learn about how interrelated life is on planet earth and how we must work together to protect it.

The second aspect of our theme is communications and languages. Three languages are taught in the Bailey International School. English, Spanish, and French. The parents of students entering kindergarten will choose to have their child participate in a developmental bilingual Spanish program or in French as a second language program. The bilingual program is a two-way model in which both native language speakers of Spanish and children who wish to learn Spanish are integrated into classrooms to learn with and from each other.

LOWELL PUBLIC SCHOOLS
LOWELL, MASSACHUSETTS
SUPERVISING PRINCIPAL
BAILEY ELEMENTARY SCHOOL (PK - 4)

Staff Goals

1. Teachers at the Dr. Gertrude M. Bailey International School will support and utilize innovative instructional approaches such as whole language, team teaching, cooperative learning, and peer tutoring, heterogeneous and cross grade/level groupings.
2. Teachers at the Dr. Gertrude M. Bailey International School will demonstrate an openness to restructuring which might include revising report cards; block scheduling, pass/fail, continuous progress, among others. They will also participate in common planning time during the school day. Exclusive of and in addition to, the regular prep time as provided for the Unit A contract.
3. Teachers at the Dr. Gertrude M. Bailey International School will develop refine interdisciplinary curriculum units based on a thematic approach to global studies. They will participate in on-going professional and curriculum development activities with appropriate compensation as determined by collective bargaining agreements. Every attempt will be made to limit these to two hours weekly. Some Saturday and summer sessions may be scheduled with input from the staff; appropriate notification will be provided.
4. Support teachers at the Dr. Gertrude M. Bailey International School (Special Education and Title I) will commit to providing services to students in the least restrictive setting and will demonstrate the same competencies as those required for standard curriculum teachers. They will be expected to incorporate similar instructional approaches and contents in a context appropriate to the particular needs of their students. They will work with classroom teachers to develop a variety of service delivery prototypes including in-class models.
5. Teachers at the Gertrude M. Bailey International School will demonstrate a commitment to utilize technology and media to develop language/communication and global awareness skills among students. With the assistance of the Library/Media, Communications, and Computer Specialists, they will develop techniques and materials which incorporate technology throughout the curriculum.
6. Teachers at the Gertrude M. Bailey International School will foster a positive school climate for children and adults through cooperation, collaboration, shared decision-making, and mutual respect. They will participate in a school governance model that includes administrators (s), teachers, parents, and community.
7. Teachers at the Gertrude M. Bailey International School will demonstrate a commitment to study a second language and culture (French or Spanish) to reach at least the intermediate high level established by the U.S. Foreign Service Institute (FSI). They will integrate language and culture into the global studies curriculum. Training cycle to begin in September, 1991.
8. Teachers in the Early Childhood and Kindergarten Programs at the Dr. Gertrude M. Bailey International School will support the development and implementation of a model which will appropriately meet the physical, social, emotional and academic needs of young students and their families.
9. Specialists at the Gertrude M. Bailey International School will demonstrate the same competencies as standard curriculum teachers. They will be expected to incorporate second language(s) and global studies into their respective disciplines. Specialist teachers will support and extend the core curriculum through the cooperative planning and scheduling with classroom teachers.

LOWELL PUBLIC SCHOOLS
LOWELL, MASSACHUSETTS
SUPERVISING PRINCIPAL
BAILEY ELEMENTARY SCHOOL (PK - 4)

- A. Music - The Music Teacher at the Dr. Gertrude M. Bailey International School will identify and incorporate into the curriculum music, songs, instruments, customs and traditions which are representative of both Spanish and French speaking peoples as well as other world cultures.
- B. Art - the art Teacher at the Gertrude M. Bailey International School will develop and utilize an arts curriculum which highlights representative art of French and Spanish speaking peoples and of other world cultures. She will employ a variety of mediums through which students can create and recreate works of art such as pottery, clay figures, and costumes.
- C. Physical Education - the physical education teacher at the Dr. Gertrude M. Bailey International School will develop and implement a health curriculum which emphasizes good health habits including nutrition and hygiene, addresses substance abuse and self-esteem, explores global/environmental effects on health and nutrition, and compares the life habits of world cultures. The physical education program will include exercises and activities which are developmentally appropriate for young children, which build strength, stamina, teamwork, and cooperation, and which reflect a variety of world cultures. French/Spanish languages and customs will be integrated into the program of instruction.
- D. Science/Earth Studies - the science/earth studies teacher at the Dr. Gertrude M. Bailey International School will develop and implement a curriculum which focuses on the climates and topography of the world. Special emphasis will be placed on environment studies and the need for global conservation efforts. The curriculum will be activity based and will involve children in creating recycle centers, recreating scale models of a variety of geographical locations, performing experiments in global warming, acid rain, weather patterns, determining effects of air, water and land pollution, and exploring the patterns of species extinction among others.