

MAMBRO MARTIN, Gayle

From: MAMBRO MARTIN, Gayle
Sent: Tuesday, June 30, 2015 12:19 PM
To: [REDACTED]
Subject: RE: K. Crowley - Post Retirement Employment

Polly,
The Retirement System does not determine what qualifies as a good faith search. That is determined by the employer. In the event anyone questions whether or not a good faith search was conducted, we will direct that person to the employer for a response.

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From: [REDACTED]
Sent: Tuesday, June 30, 2015 10:26 AM
To: MAMBRO MARTIN, Gayle
Subject: Re: K. Crowley - Post Retirement Employment

Can you define a 'good faith search' for me please.
Thank you.
Polly

Have you Beanhoused?
www.beanhouses.com
Beanhouses, Inc
Anything floraculture
[REDACTED]
Little Compton, RI 02837

In a message dated 6/29/2015 3:25:46 P.M. Eastern Daylight Time, gmambro@ersri.org writes:

So far we have received post retirement employment reporting forms through May which show that she worked 50 days for the 2014-2015 school year. If she worked in June those days would need to be added. She can work up to 90 days for the school year. For post retirement reporting purposes the end of the Little Compton School year will be the day before the first day of school for the 2015-2016 school year.

Regarding Volunteering, this is the current policy:

- VOLUNTEERING is limited to a position for which you would not normally be paid.
- You must not be paid any remuneration or consideration whatsoever for any period prior to, during, or after fulfilling the positional requirements, including but not limited to a training period, orientation, or probationary period.
- The employer must provide a letter to ERSRI which certifies that the member is volunteering for a particular position and is not receiving any remuneration or consideration whatsoever for any period of the volunteering.

Gayle

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From: [REDACTED]
Sent: Monday, June 29, 2015 10:51 AM
To: MAMBRO MARTIN, Gayle
Subject: Re: K. Crowley - Post Retirement Employment

Thank you for your response.

Do you know how many days to date she has worked? And if the school committee chooses to expended her contract for a month, can she work for free if she has already completed her 90 days?

Thank you so much for helping find out this information.

Polly Allen

In a message dated 6/29/2015 10:40:04 A.M. Eastern Daylight Time, gmambro@ersri.org writes:

Dear Ms. Allen,

Post retirement employment of teachers is governed by Rhode Island General Law 16-16-24. A teacher member of the Employees' Retirement System of Rhode Island who retires and returns to employment can do so without interruption of their pension benefits for 90 full days or 180 half days in a school year. A school year is generally September 1 through August 31 of the following year. The retired teacher can either substitute teach or fill a vacant position. If filling a vacant position, the employer must provide a good faith letter indicating they made a good faith effort to fill the position with a non-retiree.

As you may know, Ms. Crowley has been participating in post-retirement employment since 2010. Since that time, she has submitted post retirement employment reporting forms. Some of the forms indicate that she participated in substitute teaching and while others indicate she filled a vacant position. Our records indicate she stayed within the 90 full day limitation for these years. For any time period that she filled a vacant position, we have received good faith letters. Should any of the good faith letters be retracted, Ms. Crowley's pension benefit will be suspended.

Should Ms. Crowley continue to participate in post-retirement employment filling a vacant position, in order to avoid an interruption of her pension benefits, she would need to stay within the 90/180 day limitation for this school year and the employer will need to provide a good faith letter.

Should you have additional questions, please contact me.

Thank you.

Gayle

Gayle C. Mambro-Martin, Esq.

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From: [REDACTED]

Sent: Friday, June 26, 2015 4:51 PM

To: ERSRI Communications

Subject: legal question

Hello,

My name is Polly Allen, I am a member of the Little Compton School Committee. Our current superintendent Katherine Crowley is retired, her contract is up on June 30. We started our good faith search in March, due to a lot of feet shuffling, we have not done any interviews yet. We are having a special meeting on Tuesday June 30 at 4, one of the agenda items is to extend her contract for no more than 30 days or until a new contract is made. Is it legal to renew her contract for 30 days? and what portion of her 90 day limit would be allowed within that time? Also, what recourse do I have as a member of a committee if I feel a good faith search has not been done?

Thank you very much

Polly Allen