



Pawtucket School Department

School Administration Building
79 ½ Park Place
P.O. Box 388
Pawtucket, RI 02860

Business Office & Accounting Department

Post-Retirement Employment

If you are currently collecting a benefit (pension) from the Employees Retirement System (ERS) or Municipal Employees Retirement System (MERS), of Rhode Island, you are subject to restrictions and monthly reporting requirements on any type of employment with a R.I. school district.

1. Teacher/Certified Re-Employment (includes Teachers, Administrators, Guidance Counselors, Coaches, and Tutors)
 - a. May substitute in a RI public school for up to 90 days (or 180 half days of 3 hours or less) in the school year. The literal meaning of “substitute” is utilized; you must be working in place of a regular employee who is absent.

OR
 - b. May be hired to fill a vacant position. The position may not be for more than 90 days (or 180 half days of 3 hours or less), or more than 2/5 if it is an appointment for the entire school year. You may be employed in such a vacant position, which includes teaching, coaching, or tutoring, if the school certifies in writing to its collective bargaining units **and** to the Retirement Office they have made a “good faith effort” to fill the position with a non-retiree.
2. Participating (MERS unit) Municipal RE-Employment
 - a. May work in a municipal position for a participating municipality for up to 75 days (or 150 half-days of 3 hours or less) in a calendar year. If you work in a municipal (non-certified) position in a school department, the 75 days will be counted on a school year basis.
3. For all positions listed above, a school year for post-retirement purposes is from September 1 – August 31.
4. There is no “mixing or matching”. You cannot work under the provisions of more than one statute, (i.e. only **one** of the several employment possibilities is allowed). For example: you cannot be hired to fill a vacant 2/5 position and substitute per-diem for 90 days in a public school. Or, if you’re working 75 days for a municipality, you cannot also coach at a public school.
5. You cannot do as a corporation, independent contractor, consultant, or as an employee hired by another party what you cannot do as an individual. Thus, if you are an independent contractor or consultant working in the school, you are still subject to the employment limitations and reporting requirements of any other retiree. While collecting your ERS or MERS benefit, you may only be employed in a RI public school or participating municipality if there is a provision for that re-employment in the retirement statutes.
6. Should you return to work in any capacity allowed by the retirement statutes, both you and your employer must notify the ERS or MERS office on a monthly basis of your employment (number of days worked).
 - a. The reporting forms are available from the Pawtucket School Department’s Business Office, from the ERS or MERS office or from www.ersri.org.
 - b. Forms are to be completed by you first, then sent to the Business Office for verification and signature. We will then forward them to the ERS or MERS office.
 - c. Failure to complete the forms on a timely basis may result in us withholding payment for any hours owed to you, until the required forms are forwarded to the Business Office.
7. Please remember forms are updated yearly, or as provisions for post-retirement employment change.
8. If you have a question on post-retirement employment, please submit it in writing to ERSRI, 40 Fountain St., Providence, RI 02903-1854 for a written reply.