July 24, 2025

*\*\*\*This Section to be Deleted\*\*\**

*Good Faith Letter Template Effective July 1, 2025 through June 26, 2026*

*RIGL §16-16-24.3 Substitute teaching and post-retirement teachers*

*To be used for retired teachers providing classroom instruction only (retired under title 16 chapter 16); filling a vacant teacher position (teaching in the classroom only) or substitute teaching (substitute teaching in the classroom) only*

Gayle Mambro-Martin

Deputy General Counsel

Employees’ Retirement System of Rhode Island

50 Service Ave 2nd Floor

Warwick, RI 02886

RE: Good Faith Letter Certification under RIGL §16-16-24.3

Retiree Full Name

*Date of Birth:* Date of Birth

*Date of Retirement:* Date of Retirement

*Title:* Position Title

*Post-Retirement Date of Hire:* Date of Hire

*Pay Rate:* Pay Rate

*Rate Frequency:* Daily/Hourly

*School Department:* School Department (LEA)

*Represents* Enter # this retiree represents *of* Enter Total # of retiree *positions allowed to exceed 90 days*

*\*\*\*This Section to be Deleted\*\*\**

*Each retiree should be assigned a number in sequential order if they are hired with the intent of exceeding 90 days (1st number). This is to help ensure the number of retirees working over 90 days does not exceed 5% (2nd number). If this cap is exceeded, all retirees whose assigned number is in excess of the 5% will be suspended.*

Dear Attorney Mambro-Martin:

I am writing to confirm that consistent with R.I. General Laws §16-16-24.3, I, Enter name of person completing this form*,* representing the LEA, am certifying to and notifying you of the following:

* We have made a good faith effort to hire a non-retiree to fill the above vacant position at Enter Name of School, but we were unsuccessful;
* Retiree Full Name was hired to fill this role;
* This retiree is scheduled to work for up to 180 days during this school year to provide classroom instruction;
* We have determined that exceeding the 90 days cap on post-retirement employment is necessary to help address teacher staffing shortages;
* The total number of certified teacher positions within the LEA, including the number of teacher positions filled and the number of teacher positions the LEA is seeking to fill is Enter Total # of Teacher positions providing classroom instruction within the LEA;
* The total number of retired teachers an LEA may hire under the provisions of this section does not exceed five percent (5%) of the total number of certified teacher positions reported to the state retirement board by the LEA pursuant to subsection (a)(3)(ii) above;

Sincerely,

Name of person authorized to certify the appointment

Title

*Cc:* Name of Bargaining Agent (for each education union with whom the employer has a CBA), Title, Local #

Retiree

Other