Pension Pointers & Odds and Ends

Retirement Seminars

2026-2027

RETIREMENT SEMINARS

Disclaimer

- This presentation is for informational purposes only. It does not constitute legal or professional advice. You are encouraged to consult with appropriate professionals if you have specific questions relating to any of the topics in this presentation.
- This presentation is not complete without the intended presentation, discussion, comments, and explanations offered at the time of presentation.
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Topics

- How to retire
- How your pension is paid
- Working in retirement
- Purchases and Transfers

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How to Retire

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How to Retire

- Decide when you want to retire.
  - Contact NS Pension to confirm that you are eligible to retire on that date.
- Request an application package from NS Pension.
- Complete the application and return as indicated.
  - Recommended that you apply 3 months prior to retirement.
- Notify your employer of your retirement.

Resignation Letter

- *"Please consider this my letter of resignation, for the purpose of retirement, effective [end of month]. My professional/employee number is ??????."*
- If you did not take the early service payout, include:
  - *"At this time, I am also requesting my Service Award."*
- Deadline is April 1st if retiring at the end of the school year.
  - Mid-year retirements should be sent 3 months prior to retirement date.

When Do I Retire?

- You resign on the last day of a month.
  - You are retired on the 1st day of the following month.
- Why the last day of a month?
  - Your first pension payment is made at the end of the month following the last month that you worked a day in.
- What about the end of the school year?
  - You would resign as of June 30th.
  - You would be retired on July 1st.

But the School Year Ends on July 31st?

- Except for 12-month specialists, teachers can not work in the month of July or August.
- If you resign June 30th:
  - You receive your regular July pay as this is deferred income.
  - You receive your first pension cheque at the end of July.

Exceptions

- Teachers with birthdays from July to October may have a financial benefit to resigning June 30th rather than waiting for the end of the birth month (even if this means taking a reduced pension).
- Resigning June 30th means your pension payments start in July.
- Resigning, for example, September 30th means:
  - You miss 3 pension payments (July to September); and
  - You will owe approximately 80% of your August pay back.

How Your Pension is Paid

Pay Details

- Paid on the 3rd last banking day of the month.
- Paid by direct deposit.
- Income tax will be deducted.
- Group insurance (belairdirect) premiums will be deducted.
  - Includes Teachers Plus Credit Union deductions.
- RTO dues will be deducted if you join.

Indexing (Cost of Living Adjustment)

- The TPP has conditional indexing.
- This means that indexing is only paid if the Funding Policy of the Plan allows for it.
- Each year:
  - The funded level of the Plan is determined.
  - If the funded level of the Plan is sufficient, the Trustee makes a decision about the level of indexing to be provided.
  - If indexing is paid, the base pension of each pensioner increases.

Current Funding Policy

- Funded level of less than 90%
  - No indexing
- Funded level of 90% to 100%
  - Indexing may be paid to a maximum of 50% of CPI
- Funded level of 100% or more
  - Minimum of 50% of CPI
  - Maximum of CPI or 6% whichever is less
  - Indexing payments cannot caused the funded level to drop below 100%

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Working in Retirement

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Working in Retirement

- Once you are retired, you are able to continue to work.
- However, as you are collecting a Nova Scotia Teachers' Pension, there are restrictions on your ability to work in a job that requires the holder to be a member of the Nova Scotia Teachers' Pension Plan.
- If you work in retirement, in any position, you must continue to contribute to CPP until you are 65.
- If you choose to collect CPP early, you will still contribute to CPP until age 65 and will begin to collect a CPP post-retirement benefit as well.

Restricted Jobs

- The following positions are restricted:
  - Teacher or administrator (including substitution) in a public school in Nova Scotia;
  - Teacher for the Atlantic Provinces Special Education Authority (APSEA) in Atlantic Canada;
  - Faculty or Professional Support bargaining unit position at the Nova Scotia Community College (NSCC); and
  - Nova Scotia Teachers Union positions.

What is the Restriction?

- Those receiving a NS Teachers' Pension are limited to:
  - Working less than 70 days in a school year.
- If you work 70 or more days in a school year, your pension would be stopped and not restarted until July of that school year.

Wait … I Heard it Was More Days?

- Beginning in the 2018-2019 school year, the restriction was increased to less than 100 days of substitution.
- Beginning in the 2024-2025 school year, the restriction was further increased to less than 120 days of substitution.
- As of August 1, 2026, the restriction has been reduced back to less than 100 days.

Current Restriction (until July 31, 2027)

- A pensioner can:
  a) Work less than 70 days in a school year;
  b) Substitute less than 100 days in a school year; and
  c) Any days under a) must be included in b).

Early Retirement Incentive Program (ERIP)

- The purpose of the Early Retirement Incentive Program is to enable teachers, **during the period of declining enrolment**, to retire earlier than they might otherwise decide.

ERIP

- Mutually agreed assignment (usually as a substitute teacher) for post-retirement.
- Minimum of 21 days and a period of 1 to 5 years.
- Instead of substitute pay, paid at daily rate (1/195 of salary based on license and experience).
- Deadline
  - December 31st if retiring at the end of the school year.
  - 3 months prior to retirement date if retiring during school year.

ERIP

- Response provided by employer within 2 months of the application deadline.
- If approved, you have resigned as of the retirement date you included in your application.
- If declined, you do not have to resign.
- Approval is discretionary and is not grievable but cannot be arbitrary.

Purchases and Transfers

Purchasing Pensionable Service

- Generally, if you had a period of unpaid leave from the Employer, you have the option to purchase this service.
- For some leaves, you are responsible for paying both yours and the employer's contributions.
- For other leaves, you are only responsible for only paying your contributions.

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Reinstating Past Service

- Any member who withdrew their contributions from the TPP and later returns to teaching:
  - Past service can be reinstated by replacing the withdrawn contributions plus interest.

Transfers Between Pension Plans

- The TPP has reciprocal transfer agreements with:
  - All provincial teacher pension plans; and
  - Nova Scotia Public Sector Superannuation Plan.
- The relevant service is valued in each plan based on the rules of each Plan.

How it Works

- If the value of the service in the sending plan is less than the value in the receiving plan, the member may:
  - Transfer an amount of service equal to the value in the receiving plan; or
  - 'Top-up' the value in the sending plan with personal funds to transfer the full amount of service.
- The maximum service that can be transferred is the actual service.

How it Works

- If the value of the service in the receiving plan is less than the value in the sending plan, the member may transfer the full amount of the service.
- The rules of the sending plan will determine what will happen to the excess value.
- The maximum service that can be transferred is the actual service.

Questions?

pension@nstu.ca

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