

TPP Nova Scotia
Teachers' Pension Plan

Member Guide



Your step-by-step guide to your pension plan



Teachers' Pension Plan
Trustee Inc.

Welcome to your Teachers' Pension Plan

The Nova Scotia Teachers' Pension Plan (TPP or Plan) is one of the largest public sector pension plans in the Province. The Plan is a defined benefit registered pension plan that offers you a lifetime pension benefit when you retire. It is an important part in helping you to be financially secure during your retirement years.

This Member Guide:

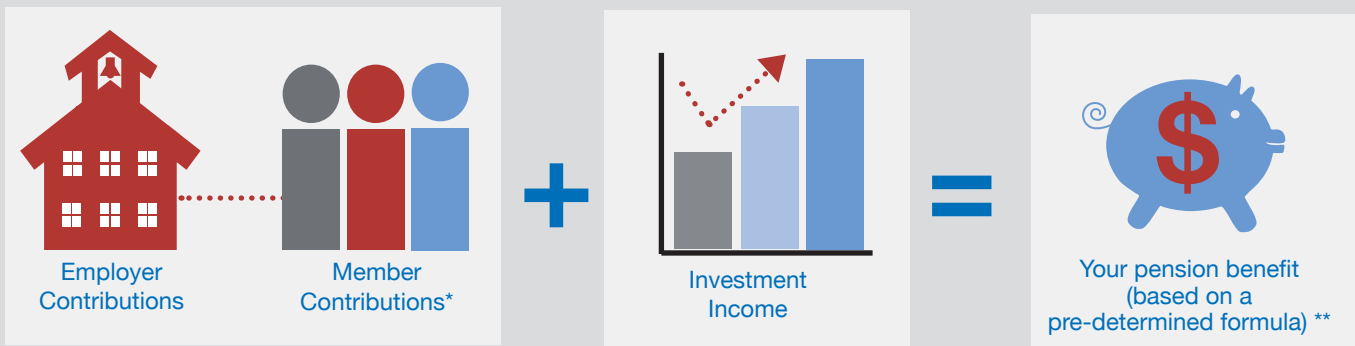
This Member Guide is designed to provide you with a better understanding of your TPP and how it will provide you with a lifetime pension benefit when you retire.

Please read it carefully as it includes important information about your TPP and retirement planning.

This Guide provides general information only. Should anything in this handbook conflict with the governing legislation, the legislation shall apply.

How your Teachers' Pension Plan works:

Your TPP is funded by contributions made by you and your employer, as well as investment income generated by the Plan's investment assets.



* The contributions you make to the Plan today will make it possible for you to receive a pension benefit when you retire.

** The pre-determined formula is based on your pensionable earnings and years of service.

Updated: January 2020

All information presented in this document is premised on the Plan rules and criteria which currently exist under the Teachers' Pension Act and the Regulations made thereunder. This publication explains in plain language the rules of the Nova Scotia Teachers' Pension Plan. Plan members, beneficiaries, and others who wish to determine their legal rights and obligations under the Plan should refer to the Plan text. In the event of a discrepancy between the information provided in this document and the Plan text, the latter takes precedence.

Quick Tips



Keep your personal information up-to-date!

Please notify your employer of any changes to the following information:

- Your name
- Your mailing address and phone number

Please notify us of any changes to the following information:

- Your spousal or common-law relationship
- The name and date of birth of your spouse or common-law partner



Your Member Statement

Contains important details about your TPP, including:

- Projected retirement dates
- Spousal and beneficiary information

Your Member Statement is mailed to your home address annually each spring.



Pension benefits are available for your loved ones in the event of your death.

In the event of your death, your surviving spouse, eligible children and/or dependants automatically receive a survivor benefit.

If you do not have a surviving spouse, eligible children, or a dependant, you may wish to designate a beneficiary.

see page 15 for more details



Planning to Retire

One of the most important things to remember about your pension is that you must apply for it. Contact us at least three months prior to the date you wish to retire and request a retirement package.

see page 17 for more details



Stay informed

To help keep you informed about your TPP, we offer:

- Knowledgeable staff to answer your pension questions
- Semi-annual newsletters
- An Annual Report
- Quarterly Investment Reports

see page 20 for more details



You can view your information online at:

<https://nspensions.hroffice.com>

Use the secure My Retirement Plan website at any stage throughout your career to:

- Obtain an estimate of how much your pension could be
- View your personal information
- View helpful retirement and financial planning resources
- View your annual Member Statement

Visit www.nstpp.ca

www.nstpp.ca is a great way to learn more about how your pension works and about how it is performing.



Follow us on twitter at:

@yourNSTPP

Our Twitter account is updated weekly with the latest TPP news and information.



You contribute to your Plan

Contributions are deducted from your pay each payday by your employer. Your employer also pays an amount equal to your contributions to the Plan.

see page 5 for more details



Purchasing prior service

During your career, you may have periods of time when you did not contribute to the TPP, such as approved leaves. If so, you may have gaps in your pensionable service which can impact your pension and retirement date.

Members may be permitted to buy back service with a current or previous TPP employer to increase their pension amount and/or to retire sooner.

see page 12 for more details



Transferring from another pension plan?

The TPP has transfer agreements with other provincial pension plans. These agreements may permit a member to transfer service and eligible funds from one plan to another.

see page 11 for more details

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Pension Services Corp. contact information:

 1-800-774-5070 (toll free)
902-424-5070

 pensionsinfo@nspension.ca

 @yourNSTPP

 Purdy's Landing, Suite 400,
1949 Upper Water Street,
Halifax, NS B3J 3N3

 PO Box 371,
Halifax NS B3J 2P8

 www.nstpp.ca
www.novascotiapension.ca



Other helpful contact information:

For health and dental benefits and/or claims:
Johnson Inc. (Insurance Administrator)
1-902-453-1010 or 1-800-588-3885

For Canada Pension Plan (CPP) or Old Age Security (OAS):
1-800-277-9914 (English)
1-800-277-9915 (French)
1-800-255-4786 (TTY device)

Membership

When do I begin to contribute to the TPP?


Your membership begins when you start making contributions to the TPP. Membership is required as a condition of employment, but there are some exceptions.

The exceptions are:

The rules of the TPP do not permit the following persons to contribute to the Plan:

- Someone who has 35 or more years of pensionable service within the TPP
- Someone who is 71 years of age or older. This is the maximum age the Canada Revenue Agency (CRA) permits pension contributions to be made
- A pensioner who has returned to work for a participating employer and is employed less than the maximum number of days, as stipulated by the employer.

Should you meet one of the conditions listed above, you cannot contribute to the TPP. If your employer inadvertently continues taking contributions, you should contact your payroll office.



Membership is required and begins when you start making contributions to the TPP.

Who is eligible to participate in the TPP membership?

The TPP membership includes employees of the following employers who satisfy the definition of “teacher” under the Education Act:

- An education entity as defined in the Education Act
- Nova Scotia Teachers’ Union
- Public School Administrators Association of Nova Scotia
- Nova Scotia Community College
- Atlantic Provinces Special Education Authority (except someone who holds a teacher’s license issued by the Province of New Brunswick and who requests an exemption from the Plan)
- Canadian Teachers’ Federation

The TPP membership also includes certain employees in the Faculty bargaining unit or the Professional Support bargaining unit of the Nova Scotia Community College.

Contributions

You are required to make contributions to the Plan, unless you meet one of the exceptions listed on page 4. The contributions are deducted from your pay each payday by your employer. Your employer also pays an amount equal to your contributions to the Plan.

These contributions are invested to grow the pension fund, helping to pay for the pension benefits of its members. While contributions are important, your pension is based on your years of pensionable service and pensionable earnings, not the amount you contribute.

!
To view the most recent employee/ employer contribution rates online, visit www.nstpp.ca

How much do I contribute?

To view what you contribute to the Plan, check your pay stub. As of January 1, 2019, employee contribution rates were:

- 11.3% of pensionable earnings up to the year's maximum pensionable earnings (YMPE), and
- 12.9% of pensionable earnings above the YMPE.

!
The Year's Maximum Pensionable Earnings (YMPE) is a figure established by CRA each year. The YMPE changes every year, on January 1, to reflect increases in the average wage.

How much does my employer contribute?

Your employer matches your contributions. As of January 1, 2019, employer contribution rates were:

- 11.3% of pensionable earnings up to the YMPE, and
- 12.9% of pensionable earnings above the YMPE.

How your pension contributions are calculated:

The following examples explain how your pension contributions are calculated. The YMPE for 2020 is \$58,700.

John's salary is \$53,000 (less than the YMPE):

Step 1
11.3% contribution rate below YMPE
X \$53,000 salary
\$5,989.00

John's pension contributions are \$5,989.00

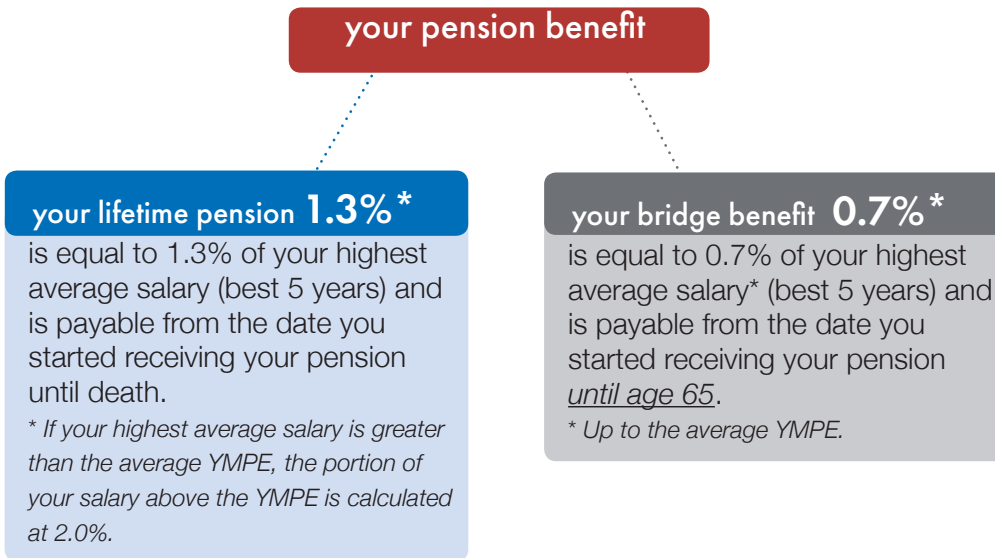
Sue's salary is \$75,000 (greater than the YMPE):

Step 1	Step 2
11.3% contribution rate below YMPE	12.9% contribution rate below YMPE
X \$58,700 YMPE	(\$75,000 - \$58,700)
\$6,633.10	X \$16,300
	\$2,102.70
Step 3	= \$8,735.80

Sue's pension contributions are \$8,735.80

Pension Benefit

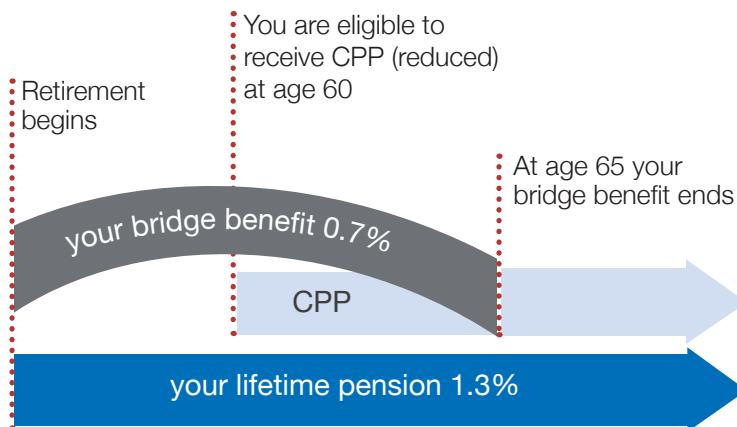
Your pension benefit is made up of two components, your lifetime pension and your bridge benefit.



How the Canada Pension Plan (CPP) works with your bridge benefit:

The bridge benefit component of your pension benefit is designed to supplement your income until unreduced benefits are payable from CPP at age 65.

The chart below explains how CPP works with your bridge benefit:



If you retire before age 65 and decide to begin receiving a reduced CPP benefit, you will still receive the bridge benefit until age 65.

Pension Benefit

How is my pension benefit calculated?

Your pension benefit calculation is a pre-determined formula that is based on your pensionable service, your 5-year highest average salary (HAS), and the average Year's Maximum Pensionable Earnings (avg. YMPE). The avg. YMPE is based on the same time period as your HAS.

Below the YMPE:

Pam is retiring at age 55 with 30 years of pensionable service. Her 5-year highest average salary (HAS) is \$51,000 and the avg. YMPE is \$56,440.

lifetime pension 1.3% calculation:

Step 1 $1.3\% \times \$51,000_{\text{HAS}} \times 30.000_{\text{years pensionable service}} = \$19,890.00$

Pam's lifetime pension will be **\$19,890.00**

bridge benefit 0.7% calculation:

Step 2 $0.7\% \times \$51,000_{\text{HAS}} \times 30.000_{\text{years pensionable service}} = \$10,710.00$

Pam's bridge benefit will be **\$10,710.00**

Step 3 $\text{lifetime pension } \$19,890.00 + \text{bridge benefit } \$10,710.00 = \mathbf{\$30,600.00}$

Pam's annual pension benefit will be \$30,600.00 until age 65. After age 65, the bridge benefit is no longer paid and Pam's annual pension will be \$19,890.00.

Above the YMPE:

Tom is retiring at age 58 with 32 years of pensionable service. His 5-year highest average salary (HAS) is \$75,000 and the avg. YMPE is \$56,440.

lifetime pension 1.3% calculation:

Step 1

$1.3\% \times \$56,440_{\text{avg. YMPE}} \times 32.000_{\text{years pensionable service}} = \$23,479.04$	+	$2.0\% \times \frac{\$75,000_{\text{HAS}} - \$56,440_{\text{avg. YMPE}}}{1} \times 32.000_{\text{years pensionable service}} = \$11,878.40$
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Tom's lifetime pension will be **\$35,357.44**

bridge benefit 0.7% calculation:

Step 2 $0.7\% \times \$56,440_{\text{avg. YMPE}} \times 32.000_{\text{years pensionable service}} = \$12,643.56$

Tom's bridge benefit will be **\$12,643.56**

Step 3 $\text{lifetime pension } \$35,357.44 + \text{bridge benefit } \$12,643.56 = \mathbf{\$48,001.00}$

Tom's annual pension benefit will be \$48,001.00 until age 65. After age 65, the bridge benefit is no longer paid and Tom's annual pension will be \$35,357.44.

Pension Benefit

Cost-of-living adjustment (Indexing):

The TPP has a Variable Indexing Method for post-2006 retirees. This means an annual increase in your pension benefit will be granted when the Plan is fully funded (100% or more). It may also be granted if the Plan is at least 90% funded.

Variable Indexing Rules are as follows:

If the Plan's Funded status is	Then...
Greater than 100%	COLA (indexing) is granted at 100% of the increase in the Consumer Price Index (CPI); however, if this action would cause the Plan's funded status to fall below 100%, indexing will be granted at a minimum of 50% of the increase in CPI.
Between 90% and 100%	COLA (indexing) may be granted at 50% of the increase in CPI. In this situation, the Teachers' Pension Plan Trustee Inc. (TPPTI) will decide if indexing will be granted.
Less than 90%	COLA (indexing) will not be granted and the Province must contribute to the Plan an amount equal to the difference in actuarial value between: a. Indexing granted at 50% of CPI; and b. Indexing not granted for the current year and at 50% of CPI in every year thereafter.

NOTE: The Indexing decision is based on the funded ratio of the Teachers' Pension Plan as stated in the actuarial valuation report for funding purposes as at December 31 of the previous year.

Indexing is calculated as a percentage of the increase in the average Consumer Price Index (CPI) for the 12 months ending April 30 of the preceding school year over the average CPI for the 12 months prior to that. The percentage is 50% if the Plan is between 90% and 100% funded, and up to 100% if the Plan is fully funded.

What is the Consumer Price Index (CPI)?

It is an indicator of changes in consumer prices experienced by Canadians. It is obtained by comparing, over time, the cost of a fixed basket of goods and services purchased by consumers. It is published monthly by Statistics Canada. Changes in the CPI are the most common measure of inflation.

Pension Benefit

When can I retire?

This section details when you qualify to retire with an unreduced pension and what happens to your pension benefit if you decide to retire early with a reduced pension.

Retire with an Unreduced Pension:

To be eligible to retire with an unreduced pension, meaning your pension is calculated with no early retirement reductions, you must meet one of the following requirements:

RULE of 85

At least 55 years old	and	Your age + years of service = 85 years (<i>ex: age 57 with 28 years of pensionable service = 85</i>)
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If you do not meet the Rule of 85, you must meet one of the following age and years of service requirements

Age	Years of Service
60 years	with at least 10 years of service
65 years	with at least 2 years of service
Any age	with 35 years of service

Note: If you do not have any service on or after January 1, 1988, you require at least 10 years of service to qualify for a pension.

Retire with a Reduced Pension (Early Retirement):

To be eligible to retire early with a reduced pension, meaning your pension is calculated with reductions, you must meet one of the following age and service requirements. The chart below also explains the early reduction amount for each criteria.

Age	Years of Service	The early retirement reduction is:
50 years	At least 30 years	5% for each year prior to qualifying for an unreduced pension
55 years	At least 2 years but less than 10 years	Based on actuarial equivalent value of pension if it started at age 65
55 years	At least 10 years but less than 20 years	Based on actuarial equivalent value of pension if it started at age 60
55 years	At least 20 years	<ul style="list-style-type: none"> 0.4% for each of the first 24 months, and 0.3% for each month beyond 24 months from the date the member would first qualify for an unreduced pension



An unreduced pension means your pension benefit will be the full amount calculated using the pension benefit formula, with no reductions applied.



A reduced pension means your pension is reduced because you are retiring early and you will be receiving your pension over a longer period of time.

Pensionable Service

How is pensionable service credited?

Pensionable service refers to the time that you have made contributions to the TPP. In determining your accrued pensionable service, the number of days worked in a year are converted to a percentage of one school year.

If you work 175 days or more in a school year you are given credit for a full year (195 days) of pensionable service.

If you work less than 175 days, your pensionable service is calculated as a percentage of 195 for a full school year. For example, if you worked 100 days in one school year, your pensionable service would be calculated as follows:

$100 / 195 = 0.513$
You would receive 0.513 years credited for pensionable service

Your total pensionable service may not be the same as your total years of experience as determined by the provincial Department of Education and Early Childhood Development. For example, if you had teaching service outside the Nova Scotia public school system, it may have been counted for experience purposes. It would only be considered pensionable service if it were recognized under the pension plan and if the appropriate contributions (either through purchase or transfer) were paid in to the pension fund.

If you work for Nova Scotia Community College (NSCC)

Your pensionable service is based on the percentage of the year you work. For every 4 days you work, you receive 3 days credited towards the 195 days. For example:


If you work 200 days, you would receive credit for 150 of the 195 days, or 0.769 years.

If you worked 240 days, that would convert to 180 days of the 195 and you would receive credit for the full school year.

Vesting

To be eligible for a pension under the TPP, you must be vested. You are vested if one of the following is true:

- You worked on or after January 1, 1988, and have at least two years of service (including service before 1988), or
- You have not worked since 1987, but have at least 10 years of service.



To find out how much pensionable service you have accumulated, you can refer to your most current Member Statement or log on to the My Retirement Plan website.

Reciprocal Transfers


Have you transferred from another provincial pension plan?

The TPP has reciprocal transfer agreements with other provincial pension plans. These agreements may permit a pension plan member to transfer service and approved funds from one plan to another when they change employment.

The TPP has the following reciprocal transfer agreements:

1. National Agreements with the following participating authorities:

- Teachers' Pension Plan Corporation, Province of Newfoundland and Labrador
- Teachers' Superannuation Commission of Prince Edward Island
- New Brunswick Teachers' Pension Plan
- Retraite Québec
- Ontario Teachers' Pension Plan Board
- Manitoba Teachers' Retirement Allowances Fund Board
- Saskatchewan Teachers' Superannuation Commission
- Saskatchewan Teachers' Retirement Plan
- Alberta Teachers' Retirement Fund Board
- Teachers' Pension Board of Trustees – British Columbia Pension Corporation
- Canadian Teachers' Federation

 Please refer to www.novascotiapension.ca/teachersplan for the most current list of reciprocal transfer agreements.

2. Nova Scotia Public Service Superannuation Plan



Purchase of prior service/Leaves of Absences

You may be eligible to purchase a period of prior service for time when you were away on an authorized leave for which you did not pay contributions to the TPP. Purchasing a period of prior service could increase your years of service and allow you to retire earlier or with a larger pension amount.

The following are examples of prior service purchases:

- Periods of absence from your employment, e.g. maternity leave, parental leave or study leave.
- Service for which you previously received a refund from the TPP.
(For more information on Refunds, see page 13)

When can I purchase prior service?

- Within one year of returning to work, you may pay the total of missed contributions plus interest (plus employer contributions, if applicable);
- If you wait more than one year after the leave ends, you will have to pay either 50% or 100% of the actuarial cost of the prior service.

What is the cost to purchase prior service?

The chart below explains the actuarial cost and the percentage of contributions which Plan members are responsible to pay when purchasing prior service:

Type of Leave	Percentage of contributions	Percentage of actuarial cost
Maternity leave	100%	50%
Adoption leave	200%	100%
Parental leave	200%	100%
Study leave	100%	50%
An absence for taking an academic or professional course of study or engaging in an activity approved as an equivalent	100%	50%
Unpaid sick leave	100%	50%
Layoff	200%	100%
Compassionate Care leave	200%	100%
Any leave of absence not otherwise specified above	200%	100%

How do I pay for period of prior service?

If the service is recognized under the TPP as a purchasable item, you may make payment with either a personal cheque to Nova Scotia Teachers' Pension Plan or transfer the funds via a method acceptable under the *Income Tax Act*.

Under the Income Tax Act, a Plan member can purchase periods of absence up to a maximum total of five years, plus up to three more years for maternity or parental leave.

The actuarial cost is the present value of the additional pension you will receive as a result of your purchase.

Leaving your Teaching Career

If you terminate employment and...

You are 55 years old or older:

- You cannot transfer your accrued pension to an RRSP or receive a refund.
- You may choose to start your pension immediately (if vested) or defer it, meaning you can leave your pension in the TPP fund.

You are less than 55 years old:

- You may transfer the commuted value of your post-1987 service to a locked-in RRSP.
- You may transfer your pre-1988 contributions to a RRSP or have them paid to you directly less withholding tax.
- You may also choose to defer your pension.

Further information on termination options:

Deferring your pension

Deferring your pension until a later date when you opt to retire may be beneficial if you think you may return to teaching in Nova Scotia.

Transferring your pension

You may transfer your service to another pension plan if that plan has a reciprocal transfer agreement with the TPP. For more information on reciprocal transfer agreements, please see page 11.

Refund of contributions

In certain circumstances, if you stopped working and you are not vested, you may apply for a refund of your contributions 90 days after your last working day. Please contact us for more information on obtaining a refund of contributions.

Repayment of Refunds

If you are returning to your teaching career in Nova Scotia after previously receiving a refund of contributions from the TPP, you may decide to buy back your service in the TPP.

To do so, you must be re-employed for at least 50 days within the jurisdiction of the TPP before you can repay a refund. CRA has imposed two rules regarding the repayment of refunds.

- If you were vested at the time of the original refund, the funds for repayment must come from an RRSP or another tax-sheltered vehicle.
- If you were not vested at the time of the original refund, the funds do not have to be transferred from an RRSP and can come from any source.

You will be required to pay interest in addition to the amount you received as a refund. All of your service will be reinstated.

Life Events - what happens if...

My marriage or common-law relationship changes?

Upon a marriage breakdown, your former spouse is entitled to receive up to one-half of the pension benefit earned during the period of marriage.

The period of marriage is defined in a court order (from the Supreme Court) or divorce decree. It usually begins at the date of marriage and ends at the date of separation or divorce. In order to divide a pension benefit, Pension Services Corp. must receive a copy of the court order or corollary relief judgment, along with a separation agreement (if applicable). Please know that a separation agreement alone is not accepted.

Common-law partners have the same rights as married spouses, with the period of 'marriage' being defined as a period of cohabitation in a conjugal relationship of three years or more. However, if your prior marriage has not been terminated, your legal spouse would take precedence over a current common-law partner in the event of your death.

!
If you become divorced or if your common-law relationship ends, your pension may be affected. Please inform us if your relationship status changes.

! IMPORTANT

If you marry after retirement, the TPP recognizes an individual as being a spouse only after 3 years of being married or being in a common-law relationship.



I become sick or disabled?

If you become sick or disabled and go on long-term disability (LTD), it is important to know that you still contribute to the Plan and accrue service while on LTD.

For more information, please contact your LTD service provider.

Life Events - what happens if...

I die?

When thinking about survivor benefits for your loved ones, it is important to know who is eligible and what options are available.

In the event of your death, your surviving spouse, eligible children (subject to age restrictions) or dependants (as defined in the Plan) may be automatically entitled to receive a survivor pension. You do not have to designate them as your beneficiary(ies).

The chart below explains the order of who receives survivor benefits in the event of your death:

1. **Your surviving spouse** and eligible children (subject to age restrictions) are the first in line to receive a survivor pension at the time of your death. Your spouse will receive 60% of your accrued pension as an immediate pension. Eligible children will receive 10% of your accrued pension, to a maximum total of 40% shared equally among all eligible children.

see survivor pension options on page 16

2. **If you do not have a surviving spouse**, eligible children (subject to age restrictions) or dependants (as defined in the Plan) will receive a survivor pension that would have been paid to your spouse, as long as they qualify. This is in addition to the children's pension that they may also be eligible to receive.

3. **If you do not have a surviving spouse, eligible children or dependants**, you may designate a beneficiary, if you wish. This could be your adult children (non-dependent), a friend, a relative, an estate or a charity. They would not receive a survivor pension; rather a lump sum payment. If you do not designate a beneficiary, your estate would receive a refund of your contributions.

!
You only need to designate a beneficiary when no other surviving relationship exists.

! IMPORTANT:

- Your eligible children must be under 18 years of age or under 25 if a full-time student
- Dependants must be a relative who is dependent on you by reason of mental or physical infirmity
- Designated beneficiary is defined as any person or incorporated organization you designate to receive survivor benefits

Life Events - what happens if...

I die? (continued...)

Survivor pension options

When you retire, you will have the option to choose to accept a slight reduction in your lifetime pension and bridge benefit in return for a guarantee or enhanced survivor's pension. You may choose the option at any time during the three months prior to retirement. Information will be included in your retirement application package.

Your survivor pension options are:

You may choose one or both of the following:

A. Choose a survivor pension as a percentage of your pension:
The percentage options are: 60%, 80%, or 100%
Note: The higher the percentage, the greater the reduction to your pension.

B. Select a guarantee period that your pension will be paid for.
A guarantee period can be for: 0 years, 5 years, 10 years, or 15 years
Note: The longer the guarantee period is, the greater the reduction to your pension.

The guarantee period refers to the minimum period for which your pension will be paid, regardless of when you die.

If you select one of the guarantee periods, the TPP will continue to pay your pension at the rate at which it was originally paid to you for the remainder of the guarantee period, even if you die before the end of the guarantee period. Your pension is paid for your lifetime, this does not change.

NOTE: Payment to a designated beneficiary will be in the form of a lump sum equal to the value of the pension payments for the remaining guarantee period.

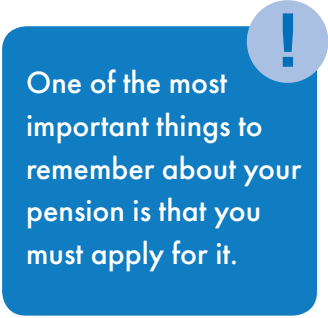
IMPORTANT:

- If you have an eligible spouse, you can choose an option from "A" and an option from "B".
- If you do not have an eligible spouse, you can only choose an option from "B".

Thinking about Retirement?

You need to apply for your pension

If you are eligible and plan to retire, you must contact us and request a retirement package. You should apply for your pension within the school year in which you plan to retire. You should apply at least three months prior to your planned retirement date. If you live outside Canada, the retirement application forms are available on our website at:
www.novascotiapension.ca/teachersplan/members/forms



One of the most important things to remember about your pension is that you must apply for it.

Retirement application packages

Your retirement application package will include your pension estimate and a number of forms.

It is important that you complete and sign all forms in the application package.

Once you have completed and signed your forms, you must return each form to the organization noted on the form. A retirement checklist is also included with your application package, to assist you with filling out your application.

Obtaining a pension estimate

We can provide you with a pension estimate if you are within two years of your eligible retirement date. If you are not within the two-year retirement threshold, you may use the Pension Projection Tool on the My Retirement Plan website to estimate how much your pension could be.

Pension Payments

Pension payments are deposited directly to your bank account on the third-last banking day of each month, following the month after you retire. It is important to note that any requests for changes to pension payments must be submitted to us prior to the tenth day of any month. Each year, the pension payment dates are posted to our website at: www.nstpp.ca/teachers/list-pension-pay-dates

What happens if I return to work after I retire?

Retired teachers who return to the classroom can work up to 69.5 days* in a school year without it affecting their pension; however on day 70, your pension must cease until you stop working.

If you chose to work beyond 69.5 days in a school year, you must start contributing to the TPP, and depending on how long you continue to work, your pension may have to be recalculated.

If you are considering working beyond 69.5 days, please ensure that you contact our office to discuss the possible impacts to your pension.

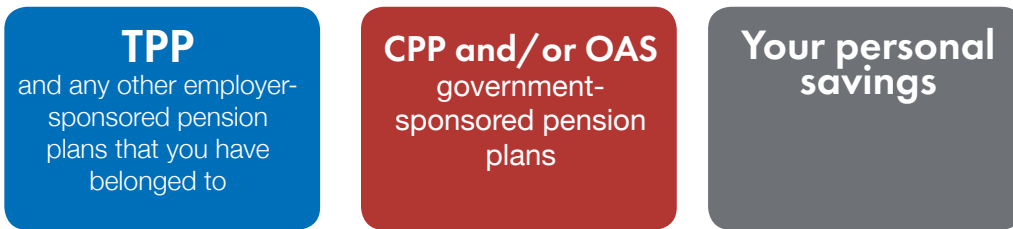
NOTE: If you are age 71 and in receipt of a pension, you can continue to work without it affecting your pension.

** The 69.5 days include all days that a retired teacher was employed and paid by a participating employer. Holidays are included if you were paid for these days.*

NOTE: Effective April 1, 2019 until July 31, 2020, persons in receipt of a Teachers' Pension will be able to work as a substitute teacher for up to 99.5 days in one school year rather than the current limit of 69.5 days in one school year. This new limit only applies to retired plan members working as substitute teachers. Retired plan members are still limited to a maximum of 69.5 days worked in a term contract.

Your Retirement Picture

When you retire, your retirement income will come from three sources:



Government-sponsored pension plans

When you retire, you may be entitled to receive pension benefits from the following government-sponsored pension plans:

Canada Pension Plan (CPP)

CPP provides you with a basic retirement income. It replaces approximately 25% of the employment earnings (up to the YMPE) on which you made contributions if you retire at age 65. CPP is paid monthly until death and is adjusted each January 1 to reflect increases in the cost of living. The CPP pension is taxable income.

As with most defined benefit pension plans in Canada, the TPP is designed to work with CPP (see page 6).

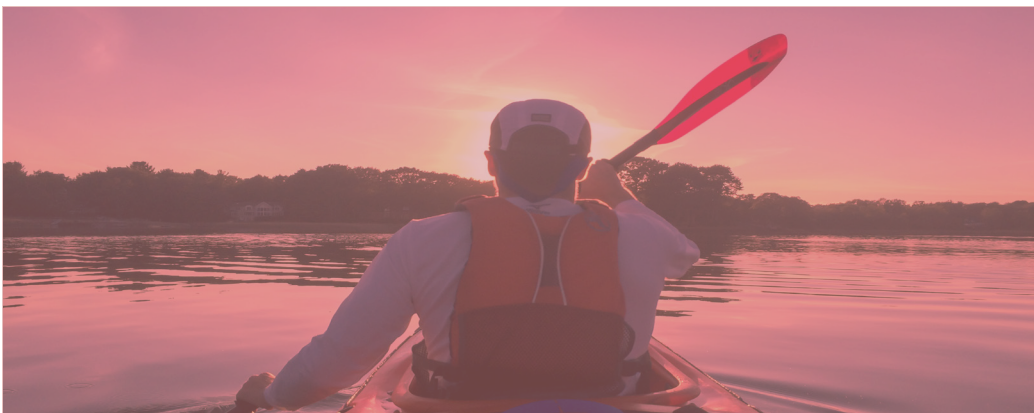
Old Age Security (OAS)

The OAS pension is a monthly payment available to most Canadians 65 years of age or older who meet the Canadian legal status and residence requirements. You must apply to receive it. In addition to the OAS pension, there is the Guaranteed Income Supplement (GIS).

Guaranteed Income Supplement (GIS)

If you live in Canada and you have a low income, GIS is a monthly non-taxable benefit that can be added to your OAS pension.

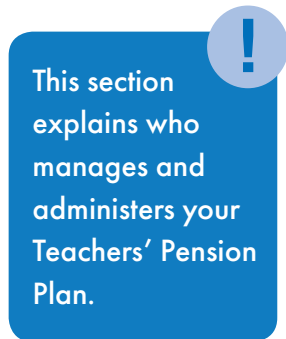
To learn more about these government-sponsored pension plans, please visit the Service Canada website: www.servicecanada.gc.ca



Plan Governance

Teachers' Pension Plan Trustee Inc. (TPPTI) is the Trustee of the Plan. TPPTI was established in 2006 under a Joint Trust Agreement (which was amended in 2014) between the Nova Scotia Teachers' Union (NSTU) and the Province of Nova Scotia (Province). TPPTI ensures that the Plan is operated with strong controls and risk management practices, transparent reporting, and prudent management of the Plan's investment assets.

The Plan Sponsors are the NSTU and the Province. The Sponsors are advised by the Teachers' Pension Board (Board), which includes representation from the NSTU and the Province. The Sponsors are responsible for setting contribution rates, determining Plan regulations and benefits, and determining the Plan's funding targets. The Sponsors are also responsible for setting the Plan's actuarial assumptions.



This section explains who manages and administers your Teachers' Pension Plan.

The roles and responsibilities within the Plan's governance structure are highlighted below:

Teachers' Pension Board *

Recommends the actuarial assumptions used to value Plan *liabilities* and advises the Plan Sponsors on:

- Plan regulations and benefits
- Employer and member contribution rates
- The Plan's funding targets

* Includes representatives from the NSTU and the Province.

Teachers' Pension Plan Trustee Inc. (TPPTI) *

- Fiduciary responsibility for the Plan and its investment assets
- Responsible for the Plan's overall operations and investment decisions
- Sets policy framework and strategic direction for the investment assets

* Includes representatives from the NSTU and the Province.

The Board of Directors of Pension Services Corporation *

- Oversight of Pension Services Corporation
- Sets strategic direction, approves operational budget, and makes key decisions

* Includes directors from the TPPTI and Public Service Superannuation Plan Trustee Inc.

Nova Scotia Pension Services Corporation

- Manages the day-to-day operation of Plan investments and pension administration
- Provides Plan member, retiree, and employer services
- Jointly owned by TPPTI and the Public Service Superannuation Plan Trustee Inc.

Nova Scotia Pension Services Corporation

Nova Scotia Pension Services Corporation's (Pension Services Corp.) service teams are responsible for providing pension services to Plan members, retirees, and employers. When a Plan member retires, Pension Services Corp. manages pension payments and provides assistance throughout the retirement process.

Client Services Consultants also assist Plan members with counselling and support in making informed retirement decisions.

Our services include:

- *providing pension estimates*
- *explaining retirement options*
- *maintaining contact and beneficiary information*
- *updating pension payment information*
- *publishing Plan member communication material such as newsletters and Member Statements*
- *assisting employers with payroll and data*
- *providing retirement and educational seminars*



visit www.nstpp.ca

At www.nstpp.ca you will find helpful information about the TPP and resources that include:

- Frequently Asked Questions
- Newsletters and other publications
- Quarterly Investment Reports

visit novascotiapension.ca

At novascotiapension.ca you will find information about Pension Services Corp., the services we offer, and the plans we administer.



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