

DATE: July 24, 2025
TO: Human Resource Managers – participating TPP Employers
FROM: Cathy Clarke – Senior Manager, Employer Services
SUBJECT: **Limitation on Retired Members Substituting**

As you may recall, the Regulations under the Teachers' Pension Plan have restricted the number of days that a person in receipt of a Nova Scotia Teachers Pension can work in a school year.

An amendment has been signed by the Nova Scotia Teachers Union and the Minister of Finance as sponsors of the Teachers' Pension Plan upon recommendation of the Teachers' Pension Board, to extend the ability for TPP retirees to return to work as subs/terms; maintaining the same rules as the current school year.

Effective August 1, 2025 until July 31, 2026, persons in receipt of a Nova Scotia Teachers' Pension will be able to work as a substitute teacher for up to 119.5 days in one school year.

The 119.5 days above must include any days hired under contract (term).

Retired plan members are still limited to a maximum of 69.5 days worked in a term contract.

The maximum combined total teaching days permitted for the 2025-26 school year is 119.5 days (substitute plus term).