

DATE: September 11, 2025
To: Human Resource Managers – participating TPP Employers
FROM: Cathy Clarke – Chief Pensions Officer - Incumbent
SUBJECT: **Flexible Options Program**

The Teachers' Pension Plan (TPP) offers a Flexible Pension Option for part-time plan members. This option allows a Plan member who accepts an assignment working less than 100% of the school year to contribute to the Plan based on the same work percentage as in the school year prior to the flexible pension year, and to accrue the same amount of pensionable service.

Eligibility requirements:

- The member must have been employed for 36 months prior to the period of reduced service.
- The member must teach a minimum of 40% of the school year.
- Members who were on a salary deferral, leave, or Long-Term Disability (LTD) for a part of the school year, and worked the other part of the school year, are eligible to participate if the period worked was at least 41% of the school year, i.e. 80 days (41% x 195 days).
 - The pensionable service to be 'topped up' for the flexible pension year will be based on the total pensionable service accrued in the previous year, including the portion of the year on salary deferral, LTD, or if a leave was purchased.

Note:

- Plan members on a salary deferral, leave, or LTD, for a full school year, cannot participate in the Flexible Pension Option the following year.
- Plan members participating in the Flexible Pension Option are not permitted to work in substitute teaching positions which also contribute to the TPP.

To participate in the Flexible Pension Option, a Plan member must complete a Flexible Pension Option form which may be found on our website at www.nstpp.ca, and forward it to their employer for approval. Once approved, the employer sends the form to NS Pension by mail or e-mail.