

TO: Human Resource Managers – Participating TPP Employers
FROM: Wes Cook – Manager, Employer Services
SUBJECT: Limitation on Retired Members Substituting

The Regulations under the Teachers' Pension Plan restrict the number of days that a member in receipt of a Nova Scotia Teachers' Pension may 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 the recommendation of the Teachers' Pension Board, to establish the employment limits for retired members returning to work during the 2026-27 school year.

Effective August 1, 2026, to July 31, 2027, retired members receiving a pension from the Nova Scotia Teachers' Pension Plan may work a maximum of 99.5 teaching days during the school year. This total includes all substitute and term teaching days combined. No more than 69.5 of those days may be worked under a term contract.

Summary of Employment Limits

Employment Type	2025-26 School Year	2026-27 School Year
Combined Substitute and Term Teaching Days	119.5 days	99.5 days
Maximum Term Teaching Days	69.5 days	69.5 days