



your PENSION NEWS

A newsletter for Teachers' Pension Plan Employers

Did you know?



New TPP Member Welcome Packages:

We send welcome packages to all new Teacher's Pension Plan (TPP or Plan) members, providing them with forms to complete and return, as well as their secure log-on credentials to the My Retirement Plan website. For more information on our on-boarding process for new TPP members, please contact your Employer Services Analyst.



Deadline for retirement applications

One of the most important things to remind employees is that they must contact us to request a retirement package. Employees must submit their completed retirement application, plus all other required documentation, at least three months prior to their retirement date. A Certificate of Pension cannot be issued by us until we receive a complete application. Retirement packages will be available in January to those retiring in 2019.



Timelines

The timely submission of payroll data and remittance cheques is important in serving our members. Please ensure posting files and remittances are sent to Pension Services Corp. within 30 days of the pay period end date. To avoid delays in processing, remittance summary sheets and remittance cheques should balance. We support Electronic Funds Transfers (EFT). Please contact us if you would like more information about this secure remittance method.

The 2017 TPP Annual Report is now available!

The 2017 Teachers' Pension Plan Annual Report provides you with interesting statistics about your TPP and its audited financial statements. It also includes information on the TPP's 2017 investment performance and its financial status at year-end December 31, 2017.

You can view the full Report on our website at:
www.nstpp.ca/teachers/members/publications/annual-reports

CPP Enhancements

In 2016, the federal government introduced enhancements to the Canada Pension Plan (CPP). These include:

- A gradual 7-year contribution rate increase phase-in which will begin on January 1, 2019. This will consist of:
 - a 5-year contribution rate increase phase-in on income below the Year's Maximum Pensionable Earnings (YMPE) amount, followed by
 - a 2-year phase-in of further contributions on income between the YMPE and a new threshold called the Year's Additional Maximum Pensionable Earnings (YAMPE) amount.
- A gradual increase in CPP retirement benefits, such that the maximum income replacement amount will increase from the current 25% (approximate) of income up to the YMPE to 33.3% (approximate) of income up to the YAMPE.
- An increase to the Working Income Tax Benefit to help low-income earners.
- Tax deductibility for the enhanced portion of the employee CPP contribution

The Teachers' Pension Board, which is comprised of representatives from the Nova Scotia Teachers' Union and the Province, is the entity that will be analysing the impact these CPP enhancements could have on TPP members and employers.

For more information about these CPP enhancements, please contact Employment and Social Development Canada at 1-800-277-9914 or visit their website at:
www.canada.ca/en/services/benefits/publicpensions/cpp.htm

Processing retirees returning to work?

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 their pension must cease until they stop working.

If they work beyond 69.5 days in a school year, they must start contributing to the TPP, with the following exceptions:

- If they have accumulated 35 years of service, and/or
- If they are 71 years old.

Pension Services Corp. should be provided the number of days worked and salary information, as the pension of such a retired teacher may need to be adjusted or recalculated. If their period of re-employment is less than 1 school year, their pension is restarted without any adjustments or recalculations. If their period of re-employment is longer than 1 school year, they will have to apply for a new pension for it to reflect additional pensionable service and any higher salaries.

*** The 69.5 days includes all days that a teacher was employed and paid by a participating employer. Holidays are included if the teacher was paid for these days.**

All newly hired teachers must be placed into one of the following 'savings plans' in SAP:

- N35P: member has reached 35 years and is no longer required to contribute to the Plan
- NPEN: member is receiving a TPP pension
- PENT: regular contributing member

Flexible Pension Option

The TPP offers a flexible pension option for part-time employees through the Part-Time Employment - Possible Full-Pension Credit. This option allows a TPP member who accepts an assignment working less time than 100% of the school year (but more than 40%) to contribute to the Plan at 100% and accrue the same amount of pensionable service as for a full school year. In accordance with Canada Revenue Agency (CRA) rules, the member must have worked for the 36 months before the period of reduced service and the salary in the period of reduced service must be less than the salary in the previous year. Members are permitted to use the flexible pension option for a maximum of 2 school years during their career.

For a TPP member to participate, they must complete a Teacher Status Advice (Flexible Pension Option) form. They can find this form located on our website at: www.nstpp.ca/teachers/members/forms. Once the TPP member completes this form, they forward it to their employer for approval.

My Retirement Plan website - nspensions.hroffice.com

This website allows active Plan members secure access to their personal pension information online. If a Plan member requires assistance using the My Retirement Plan website, they should contact us via email at: pensionsinfo@nspension.ca

We appreciate your feedback. If you have a comment or a suggested topic, please contact:

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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 document explains in plain language aspects of the rules and criteria of the Plan that exist at the time of publishing this newsletter. 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.