

**January 10, 2022**

**Memorandum**                      Chairs of District School Boards  
**to:**                                      Directors of Education  
    Secretary/Treasurers of School Authorities

**From:**                                 Stephen Lecce  
    Minister of Education

**Subject:**                              **Temporary Amendment to the Ontario Teachers' Pension Plan (OTPP) 50-day re-employment rule for the 2021-22 School Year**

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As part of the ministry's ongoing effort to provide school boards with support to address COVID-19 related staffing concerns, the ministry and the Ontario Teachers' Federation (OTF) have reached an agreement for the 2021-22 school year to temporarily amend the OTPP re-employment rules set out in Schedule 1 of the *Teachers' Pension Act, 1990* to extend the 50-day limit to 95 days until June 30, 2022, as was done for the 2020-21 school year.

The ministry appreciates the challenges school boards have identified with respect to staffing and in response, has made it a priority to help school boards access a larger pool of qualified educators so that schools can maximize safety, minimize disruption, and ensure the quality of education is maintained. By almost doubling the re-employment limit from 50 days to 95 days, the intent is to provide much needed COVID-19 staffing relief by offering retired educators with the opportunity to work up to a 95-day limit as teachers, vice-principals, or principals without having their pensions suspended. In the 2020-21 school year, more than 11,000 retirees including teachers returned to work, providing significant relief for school boards realizing staffing shortages.

With this change, the ministry is proactively working to address the anticipated need for educators. It is an important way that we can support working families and keep students learning during this period. To further stabilize and support the hiring of full-time and occasional staff, the government has provided \$304M to school boards to hire necessary staff and extended temporary teaching certificates. For the 2020-21 school year, school boards reported that temporary teaching certificates supported the employment of over 1,000 teacher candidates working within Ontario schools.

#### Details Regarding the Temporary Amendment

For retirees to qualify for re-employment beyond the 50-day limit and up to the 95-day limit, the following three criteria must be met:

1. The retiree is employed by a publicly funded school board in Ontario, the Provincial School Authority or the Centre Jules-Léger Consortium; and
2. The retiree works in a school (includes virtual, online and remote); and
3. The position requires the retiree to hold valid teaching certification from the Ontario College of Teachers or Ministry of Education (i.e. teacher, vice principal, principal).

If the above criteria are met, the retiree can work until the end of the month in which they exceed the 95-day limit or until June 30, 2022, whichever is sooner, without having their pensions suspended. However, if even one of these conditions is not met, or the retiree exceeds the 50-day limit by June 30, 2022 and continues working into July or August, their pension will be suspended.

As the 50-day limit is quickly approaching for many retirees currently employed at schools, the OTF has notified their members of this change. We would also encourage school boards to notify employed retirees of the new 95-day limit as soon as possible so that they may continue working if they meet the criteria.

Re-employed retirees continue to be responsible for tracking their days and must notify the OTPP immediately if they plan to exceed the 95-day limit or if they have any questions about how the re-employment rules affect their pension.

#### School Board Reporting Requirement

As part of the joint agreement to extend the re-employment limit to 95 days, the ministry will continue to collect monthly reports from school boards to monitor the hiring and days worked by retirees and the degree of staffing shortages that continue to exist. These reports will continue to be shared with the OTF.

The ministry will share the reporting template and reporting timelines next week.

If you have any questions, please contact Colleen Hogan at [Colleen.Hogan@ontario.ca](mailto:Colleen.Hogan@ontario.ca) or 437-997-9473 or Patrizia Del Riccio at [Patrizia.DelRiccio@ontario.ca](mailto:Patrizia.DelRiccio@ontario.ca) or 416-885-2950.

We thank you in advance for your cooperation.

Sincerely,

Stephen Lecce  
Minister

- c: President, Ontario Teachers' Federation (OTF)
- Executive Director and Secretary-Treasurer, Association des enseignantes et des enseignants franco-ontariens (AEFO)
- General Secretary, Ontario English Catholic Teachers' Association (OECTA)
- General Secretary, Elementary Teachers' Federation of Ontario (ETFO)
- General Secretary, Ontario Secondary School Teachers' Federation (OSSTF)
- Executive Director, Association des conseils scolaires des écoles publiques de l'ontario (ACÉPO)
- Executive Director, Association franco-ontarienne des conseils scolaires catholiques (AFOCSC)
- Executive Director, Ontario Catholic School Trustees' Association (OCSTA)
- Executive Director, Ontario Public School Boards' Association (OPSBA)
- Executive Director, Council of Ontario Directors of Education (CODE)
- Executive Director, Association des directions et directions adjointes des écoles franco-ontariennes (ADFO)
- Executive Director, Catholic Principals' Council of Ontario (CPCO)
- Executive Director, Ontario Principals' Council (OPC)