

**Ministry of Education**

Business Operations Strategic  
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**Ministère de l'Éducation**

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**2022:SB01**

**Date:** January 24, 2022

**Memorandum to:** Senior Business Officials  
Secretary/Treasurers of School Authorities

**From:** Colleen Hogan  
Director  
Business Operations Strategic Support Branch

**Subject:** Temporary Amendment to the Ontario Teachers' Pension  
Plan (OTPP) 95 Day Re-Employment rule for the 2021-22  
School Year – Reporting Requirements

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This memorandum is a follow-up to the communication sent out on January 10, 2022 by Minister Lecce and Deputy Minister Naylor regarding the temporary amendment to the OTPP 50 day re-employment rule.

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.

### Details Regarding the Temporary Amendment

As a reminder, 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.

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 has agreed with the OTF 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. The attached 2021-22 reporting template is consistent with the 2020-21 reporting tool.

Last year, there were some inconsistencies with information reported to the ministry and OTPP. Please ensure that for the reporting month, the headcount and number of days worked data be populated using the payroll data extracts that are submitted to the OTPP on a bi-weekly basis ending for that month which identify those who are re-employed.

Please refer to Appendix A for the report template to be used for 2021-22 including instructions.

Submission Due Dates:

- Monthly reports for month ending September, October, November, December 2021 and January 2022 - Total of 5 reports to be submitted no later than **February 28, 2022**

- Reports for each subsequent month – To be submitted no later than the **last business day of the following month** (e.g. February 2022 report is due no later than March 31, 2022 with the last report due July 29, 2022 for the month of June 2022)

Please submit the completed reports to **EDUpensions@ontario.ca** with the subject line: “Re-Employment Report – [add reporting month] – [add school board name]”.

If you have any questions regarding the completion of the report, please contact Colleen Hogan at [Colleen.Hogan@ontario.ca](mailto:Colleen.Hogan@ontario.ca) or Patrizia Del Riccio at [Patrizia.DelRiccio@ontario.ca](mailto:Patrizia.DelRiccio@ontario.ca) [mailto:](mailto:Patrizia.DelRiccio@ontario.ca) or 416-885-2950.

We thank you in advance for your cooperation.

Sincerely,

Colleen Hogan  
Director  
Ministry of Education

- c.c. Directors of Education  
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)